

1

2

32

1 THE VIDEOGRAPHER: We are on the  
2 record. Seated before you is Mr. Michael Haas.  
3 This is Video No. 1 of his video deposition,  
4 taken pursuant to notice, at the instance of the  
5 plaintiffs, in the matter of One Wisconsin  
6 Institute, Incorporated, et al., plaintiffs, vs.  
7 Gerald C. Nichol, et al., defendants. This  
8 matter is pending in the United States District  
9 Court for the Western District of Wisconsin,  
10 Case No. 15-CV-324.

11 This deposition is taking place at the  
12 State of Wisconsin, Department of Justice,  
13 17 West Main Street, in Madison, Wisconsin. The  
14 date is Friday, January 22nd, 2016. The time is  
15 9:14 a.m. I am Todd Campbell, videographer with  
16 Campbell Legal Video Company of Milwaukee,  
17 Wisconsin. The court reporter is Lisa Creeron  
18 of Madison Freelance Reporters of Madison,  
19 Wisconsin.

20 Will counsel please first introduce  
21 themselves and whom they represent? Then the  
22 court reporter will swear in the witness.

23 MS. WILSON: Bobbie Wilson from  
24 Perkins Coie for the plaintiffs.

25 MR. KAWSKI: Clayton Kawski, assistant

5

1 think you know where I'm going; you finish your  
2 answer. If you need a break, let me know. The only  
3 thing I ask is if I have a question pending, unless  
4 it's one of privilege, that you respond before we  
5 take a break.

6 Is there any reason today that you cannot give  
7 me accurate and truthful testimony?

8 A No.

9 Q Can you tell me -- let's talk a little bit of  
10 background. What is your current position?

11 A I work at the Wisconsin Government Accountability  
12 Board. Currently I'm the division administrator for  
13 the elections division.

14 Q And you've been the -- in that position since what,  
15 January 2013?

16 A I'm sorry, yes, January 2013.

17 Q Okay. And can you describe for me currently what  
18 your duties are?

19 A Sure. I supervise and manage the elections division  
20 staff, which is approximately 25 individuals in  
21 addition to a contract IT team of four individuals,  
22 and our responsibilities are generally to administer  
23 and enforce Wisconsin election laws. So there's a  
24 variety of duties that are involved, but that's our  
25 general mission and responsibility.

7

1 attorney general at the Wisconsin Department of  
2 Justice for the defendants.

3 THE VIDEOGRAPHER: Thank you.

4 MICHAEL HAAS,  
5 called as a witness, being first duly  
6 sworn in the above cause, testified  
7 under oath as follows:

8 THE VIDEOGRAPHER: Please proceed.

9 EXAMINATION

10 BY MS. WILSON:

11 Q Good morning, Mr. Haas.

12 A Good morning.

13 Q My name is Bobbie Wilson, and I'm going to be taking  
14 your deposition today. You are a lawyer, right?

15 A Correct.

16 Q And so are you familiar with the -- sort of the rules  
17 of the game --

18 A Yes.

19 Q -- for depositions?

20 A Yes.

21 Q So I won't bore you with them again, but I will say  
22 that for the sake of the poor court reporter because  
23 I as a former New Yorker tend sometimes to talk fast  
24 and talk over folks that you -- we wait until each  
25 other is finished. I finish my question even if you

6

1 Q And when you say -- I'm sorry, what was the last part  
2 that you said?

3 (Reporter reads back requested portion of transcript)

4 Q There was a -- is there anything else associated with  
5 your particular position?

6 A Well, I guess in my position, there are also a  
7 variety of duties. I represent the division, I  
8 direct our staff, communicate a lot with our local  
9 election officials, municipal and county clerks. I  
10 work with the Legislature on pending legislation and  
11 implementing legislation that's been passed.  
12 Sometimes I also deal with the media and just acting  
13 as part of the management team for the agency.

14 Q Now, you said work with the Legislature on pending  
15 legislation. What sort of things do you do in that  
16 role?

17 A When the Legislature notifies us that they are  
18 working on legislation, a particular legislator may  
19 or may not contact us and ask us for input either to  
20 discuss policy issues or more frequently to discuss  
21 how the legislation would be implemented and any  
22 challenges or obstacles that we might see from either  
23 a state or local perspective.

24 Then we also, of course, testify in public  
25 hearings. Usually our director, Kevin Kennedy, or

8

<p>1 myself on election matters try to provide whatever</p> <p>2 feedback we can about any amendments and then, of</p> <p>3 course, after it's -- any legislation is passed, we</p> <p>4 implement the law, and sometimes that results in</p> <p>5 follow-up with the Legislature about any questions we</p> <p>6 may have about what the Legislature intended.</p> <p>7 Q Does -- when you're speaking with the Legislature, is</p> <p>8 it simply -- are you doing it from the lens -- let me</p> <p>9 rephrase.</p> <p>10 When you're talking to the Legislature, are you</p> <p>11 talking through the lens of the group of clerks that</p> <p>12 you're responsible for, or are you speaking sort of</p> <p>13 through the lens, if you understand my question, of</p> <p>14 the voter?</p> <p>15 MR. KAWSKI: Object to the form of the</p> <p>16 question. You can answer.</p> <p>17 A I think it depends. I think the expertise that we</p> <p>18 would have to offer to the Legislature I would</p> <p>19 categorize as being threefold. We can talk to the</p> <p>20 Legislature about implementation issues at the state</p> <p>21 level and then implementation at the local level.</p> <p>22 There's a lot of coordination between our office</p> <p>23 and local election officials because elections are</p> <p>24 run at the municipal level in Wisconsin and then also</p> <p>25 anything that we can perceive that might affect</p> <p style="text-align: right;">9</p>	<p>1 Accountability Board from October 2008 until --</p> <p>2 through December 2012.</p> <p>3 Q And what were your duties there? And let's put it in</p> <p>4 the time frame just before you took the next</p> <p>5 position.</p> <p>6 A Well, as one of the two staff attorneys, we</p> <p>7 represented the entire agency, so that would be both</p> <p>8 the elections division and the ethics division. And</p> <p>9 so the agency being responsible for election law,</p> <p>10 campaign finance law, lobbying law and the code of</p> <p>11 ethics for public officials, there were a variety of</p> <p>12 issues we worked on.</p> <p>13 We worked with our staff on program initiatives,</p> <p>14 obviously provided legal advice to both the staff and</p> <p>15 to our board, prepared materials for our board to</p> <p>16 make either policy or legal decisions, again worked</p> <p>17 with local election officials when the agency was</p> <p>18 involved in litigation. We would be involved in that</p> <p>19 obviously and again working on legislative issues</p> <p>20 either as legislation was being considered or in</p> <p>21 trying to interpret it for our staff so they could be</p> <p>22 administered properly.</p> <p>23 Q And did you work in a particular subject matter area?</p> <p>24 A You know, towards the end of that period, I think I</p> <p>25 focused more on -- the assignments I received were</p> <p style="text-align: right;">11</p>
<p>1 voters and the voting process and so that's -- you</p> <p>2 know, that can involve, of course, both local clerks,</p> <p>3 the election inspectors or poll workers and then also</p> <p>4 voters and also other people that participate in the</p> <p>5 process, such as election observers.</p> <p>6 And so I think because we are involved with all</p> <p>7 those parties, sometimes we can bring some expertise</p> <p>8 to the discussion about what we have experienced or</p> <p>9 observed.</p> <p>10 Q And in advising or talking to the Legislature, do you</p> <p>11 reach out to groups that might be affected by the</p> <p>12 particular pending legislation?</p> <p>13 A We're most likely to try to reach out to the local</p> <p>14 election officials. There might be instances where</p> <p>15 there are specific groups that would have some input,</p> <p>16 but I think they are probably more likely to reach</p> <p>17 out to us or to come to one of our board meetings to</p> <p>18 express their opinions. We don't have really a</p> <p>19 structured system of reaching out to any</p> <p>20 organizations other than the organizations that</p> <p>21 represent the local clerks.</p> <p>22 Q We'll talk a little bit more about that, but let me</p> <p>23 continue with a little background. So prior to this</p> <p>24 position, what was your last position?</p> <p>25 A I was one of the two staff counsel at the Government</p> <p style="text-align: right;">10</p>	<p>1 focused more on the elections side. I was involved</p> <p>2 in campaign finance issues.</p> <p>3 There was a major campaign finance bill called</p> <p>4 the Impartial Justice Act that was passed in 2010 and</p> <p>5 we had to scramble a bit to get it in place for the</p> <p>6 2011 Supreme Court election. That was a public</p> <p>7 financing bill for Supreme Court candidates, and I</p> <p>8 was the lead attorney in trying to make sure that the</p> <p>9 agency implemented that law correctly.</p> <p>10 I was involved also as a lead attorney on the</p> <p>11 photo ID law, and I think Director Kennedy's approach</p> <p>12 was that he wanted both of the attorneys to have</p> <p>13 experience providing assistance to both of the</p> <p>14 divisions. As things developed, I tended to get more</p> <p>15 assignments in the elections division than the other</p> <p>16 staff attorney. Shane Falk tended to focus more on</p> <p>17 campaign finance, especially when we had some</p> <p>18 significant campaign finance litigation that required</p> <p>19 a lot of time and focus.</p> <p>20 Q And when you used the term lead attorney, did that</p> <p>21 give you different responsibilities?</p> <p>22 A Well, it was just basically that for that subject</p> <p>23 matter, I was the one responsible for making sure</p> <p>24 that assignments got done is essentially what that</p> <p>25 meant.</p> <p style="text-align: right;">12</p>

<p>1 Q And so when the voter ID law came into effect, you</p> <p>2 were the main lawyer for that?</p> <p>3 A Correct.</p> <p>4 Q And -- I'm sorry.</p> <p>5 A And when I was being the main lawyer did not exclude</p> <p>6 the other attorney from participating. It was just</p> <p>7 that we had to divide up priorities and we would</p> <p>8 obviously consult with each other, but I was</p> <p>9 designated as the attorney that the staff would come</p> <p>10 to for questions or that might communicate with the</p> <p>11 clerks or the Legislature about that topic.</p> <p>12 Q What is the role of the -- can I use the term GAB?</p> <p>13 A Sure.</p> <p>14 Q What is its role? What does it do?</p> <p>15 A Well, it was, as you may know, it developed out of</p> <p>16 two prior agencies, the Elections Board and the</p> <p>17 Ethics Board, and so the Legislature created the GAB</p> <p>18 to begin in 2008 with the combined mission of taking</p> <p>19 over those subject matters that I mentioned.</p> <p>20 And so in general, as I said, we administer and</p> <p>21 enforce laws related to Wisconsin elections, campaign</p> <p>22 finance laws, the lobbying laws and the code of</p> <p>23 ethics. And it's a lot of -- some of those subject</p> <p>24 areas obviously interact with each other, but we</p> <p>25 administer those laws.</p> <p>13</p>	<p>1 administration is processing things at the state</p> <p>2 level and then training the local election officials</p> <p>3 and assisting the local election officials so that</p> <p>4 they can administer elections.</p> <p>5 We are also responsible for hosting and</p> <p>6 maintaining the statewide voter registration system,</p> <p>7 which contains all the data related to voters and</p> <p>8 elections in Wisconsin, and it's really an election</p> <p>9 management system for both our office and the local</p> <p>10 clerks to be able to create ballots, create poll</p> <p>11 books and, you know, manage all of the data that's</p> <p>12 involved with elections.</p> <p>13 So as I said, there's a variety of duties, but</p> <p>14 those are I guess an overall description of our</p> <p>15 general responsibilities.</p> <p>16 Q And does the GAB enjoy a good reputation?</p> <p>17 A It depends who you talk to.</p> <p>18 Q What do you think?</p> <p>19 A I think it has earned a good reputation. I guess I</p> <p>20 would put it that way. I think there's been</p> <p>21 obviously a lot of attention paid to the agency. I</p> <p>22 think it has enjoyed a good reputation amongst</p> <p>23 election officials and individuals in the elections</p> <p>24 profession across the country. It's been the subject</p> <p>25 of a number of studies or articles about the</p> <p>15</p>
<p>1 So on the campaign financing side, for instance,</p> <p>2 all candidates running for state and federal office</p> <p>3 file their nomination papers with us and our staff</p> <p>4 counts the signatures and makes recommendations to</p> <p>5 our board as to whether or not they qualify for the</p> <p>6 ballot. State -- candidates for state office need to</p> <p>7 file their campaign finance reports with our agency,</p> <p>8 and we put all that data on our website so it's</p> <p>9 available to the public.</p> <p>10 We provide legal opinions and guidance to public</p> <p>11 officials, candidates, lobbyists. We receive and</p> <p>12 process complaints that people may have either about</p> <p>13 a decision of a local election official or a</p> <p>14 candidate for public office or a public official, and</p> <p>15 then our board may rule on whether or not it believes</p> <p>16 any violations of the law occurred.</p> <p>17 On the campaign finance and ethics and lobbying</p> <p>18 side, our board can impose penalties, financial</p> <p>19 penalties against those actors. We can -- if there</p> <p>20 is a complaint filed against a local election</p> <p>21 official, we process that complaint and ultimately we</p> <p>22 can issue a decision as to whether or not the local</p> <p>23 election official violated the law or abused their</p> <p>24 discretion.</p> <p>25 But really the nuts and bolts of the election</p> <p>14</p>	<p>1 structure of the agency and how that compares with</p> <p>2 other states.</p> <p>3 Obviously it's been involved in some high</p> <p>4 profile and some controversial issues and events and</p> <p>5 so not -- obviously not everybody agrees with the</p> <p>6 decisions that either the staff or the board has</p> <p>7 made. So I think we have a very dedicated,</p> <p>8 professional staff that I think does its best every</p> <p>9 day and despite a lot of outside distractions or</p> <p>10 media attention or political controversy has really</p> <p>11 done an excellent job in the tasks that it's</p> <p>12 assigned.</p> <p>13 Q Does the board investigate and then -- let me</p> <p>14 withdraw that.</p> <p>15 Does the board need someone to initiate a</p> <p>16 complaint before it does any investigation?</p> <p>17 A It is not required to, but in most cases a complaint</p> <p>18 is initiated by an outside party. The board does</p> <p>19 have the authority under the statutes to initiate an</p> <p>20 investigation if it -- it becomes aware of a</p> <p>21 potential issue.</p> <p>22 Q And what did you do prior to the GAB?</p> <p>23 A I was in private practice with a small general</p> <p>24 practice firm for about 14 years.</p> <p>25 Q And the Legislature has decided to get rid of the</p> <p>16</p>

1 GAB, isn't that right?	1 day-to-day basis there's not going to be a lot of
2 A Correct.	2 impact for clerks or voters or the public, but there
3 Q And when is that going to be?	3 are a lot of details that have to be addressed in the
4 A That will be effective June 30th, 2016.	4 transition.
5 Q And if you know, what or who will take over all the	5 Q Were you involved in any discussions about whether
6 duties that you're doing now or -- I'm sorry, let me	6 there would be an impact on the voters, this change?
7 rephrase that -- what the GAB is doing now?	7 A Well, I think just general discussions internally and
8 A The legislation created two new agencies, an	8 it probably came up generally in discussions with
9 Elections Commission and an Ethics Commission. The	9 legislative staff.
10 Elections Commission will be solely responsible for	10 Q And is there anything that the GAB is supposed to do
11 election laws, and the Ethics Commission will take	11 to make it easier for voters during this transition?
12 over jurisdiction of the other subject areas,	12 A Well, I don't know specifically if it's related to
13 campaign finance laws, the ethics code for public	13 the transition. We have a mission to educate voters
14 officials and the lobbying laws, which are now	14 about election laws, and so that's something that has
15 generally the responsibilities of the ethics division	15 been ongoing and is going to continue and would
16 within the GAB. So that will be the division of	16 happen regardless of whether there was a change in
17 labor starting in July.	17 the agency.
18 Q And did you have an opportunity to speak to the	18 Q So I understand this, so the GAB doesn't -- when
19 Legislature about getting rid of the GAB?	19 you're talking to the Legislature about a new bill,
20 A Yes. I'm trying to think if I testified about that	20 the GAB doesn't take a position, right? Am I right
21 bill. I don't recall if I testified, but I've	21 about that?
22 certainly had discussions with individual legislative	22 A Most times it does not. In some cases our board has
23 staff and some legislators about the bill.	23 specifically adopted a legislative agenda. For
24 Q Was there any concern about getting rid of the GAB in	24 instance, this session the board has approved a
25 the middle of a presidential election?	25 motion in favor of enacting online voter
17	19
1 MR. KAWSKI: Object to the form. You	1 registration, and it approved a number of other items
2 can answer.	2 that our staff brought to them as a legislative
3 A Was there any concern by who?	3 agenda.
4 Q By you or anyone at the GAB.	4 But in many cases, a bill may come up that the
5 A Our director, Kevin Kennedy, I think certainly	5 board has not had an opportunity to weigh in on, and
6 expressed that concern, that we're in the middle of a	6 so our practice is to present testimony for the
7 presidential year, that's the pinnacle of a four-year	7 information of the Legislature and not to take a
8 cycle and that we -- that the partisan primary in the	8 position for or against it, and I think in general
9 fall is in August, which is six weeks or so after the	9 that's because we recognize we are an administrative
10 transition, and he did express some concern about	10 agency and not a policy-making body and our job is to
11 making the change at that time.	11 implement whatever laws are enacted.
12 Q Do you share it or did you share his concerns?	12 Q But you guys are sort of on the ground, though,
13 A I think it's certainly a concern and it's a	13 right?
14 challenge. I think at the GAB, we've been through so	14 A Correct.
15 many different changes with legislation and just	15 Q Where legislators tend to be up in the clouds
16 events that have happened that our staff has become	16 sometimes.
17 pretty resilient. I think there's some concern about	17 MR. KAWSKI: Object to the form of the
18 local election officials and whether they feel it	18 question.
19 will have any impact on them.	19 MS. WILSON: I haven't asked a
20 But I think at this point now that the bill has	20 question yet.
21 been passed and enacted and we're in a transition	21 MR. KAWSKI: Sorry.
22 planning stage, there's less uncertainty amongst the	22 Q When you make -- when you see, for example, that a
23 staff because they know that they are guaranteed	23 piece of legislation may have an impact on the voters
24 positions to transfer to one of the two new agencies.	24 and you testify to the legislative body, is your --
25 So I think in general we are hoping that on a	25 and I'm just trying to understand how you guys work.
18	20

<p>1 Are your views given deference?</p> <p>2 MR. KAWSKI: Object to the form.</p> <p>3 THE WITNESS: Go ahead and answer?</p> <p>4 Q Yeah.</p> <p>5 A It depends. And I don't know that I could answer</p> <p>6 that question. It's up to each individual legislator</p> <p>7 or committee. My experience in testifying in front</p> <p>8 of committees is that they have always received our</p> <p>9 testimony and expressed appreciation for it and in</p> <p>10 some cases it does result in some issues being</p> <p>11 addressed. In other cases, it may -- the issues that</p> <p>12 we identify may not be addressed in any amendments,</p> <p>13 but again those are policy decisions.</p> <p>14 Q So let's talk a little bit about what you do, if</p> <p>15 anything, to sort of stay abreast of the changes in</p> <p>16 the election laws. And there have been quite a few</p> <p>17 since 2010, right?</p> <p>18 A Correct.</p> <p>19 Q And so how do you stay abreast of all the changes in</p> <p>20 the job that you have currently?</p> <p>21 A A couple ways. We have a pretty close working</p> <p>22 relationship with legislative staff who work for the</p> <p>23 chairs of the election committees in both the</p> <p>24 Assembly and the Senate.</p> <p>25 We subscribe to legislative notices, so if a</p> <p>21</p>	<p>1 and put it in a folder. But we have a public</p> <p>2 information officer who is pretty good about</p> <p>3 collecting newspaper articles and he'll send around</p> <p>4 links to those articles both to our staff and to our</p> <p>5 board so that the agency is generally kept aware of</p> <p>6 developments.</p> <p>7 Q Is part of your current job to talk to members of the</p> <p>8 press?</p> <p>9 A Sometimes it is. Not one of my primary</p> <p>10 responsibilities, but I have some experience doing</p> <p>11 that, and when our public information officer is out</p> <p>12 of the office for any reason, usually I'm the one</p> <p>13 who's designated to take media calls, and sometimes</p> <p>14 that might be responding directly to the media.</p> <p>15 Sometimes it may be just arranging contacts with our</p> <p>16 director, Kevin Kennedy.</p> <p>17 Q And are you also responsible in your current job for</p> <p>18 dealing with members of the public directly?</p> <p>19 A Yes, yes.</p> <p>20 Q And in what kinds of situations does that happen?</p> <p>21 A It could be a number of ways. I guess the things</p> <p>22 that come to mind are we receive phone calls every</p> <p>23 day from voters or members of the public. Again they</p> <p>24 might be thinking about filing a complaint. They</p> <p>25 might just have a question about what the law is and</p> <p>23</p>
<p>1 bill is introduced, we know, and we know the status</p> <p>2 of it the entire way through. We get those daily</p> <p>3 updates, and we have -- and then we have both general</p> <p>4 and specific conversations with legislative staff</p> <p>5 about what's coming up, what the progress of a bill</p> <p>6 might be, what they expect to take on in any</p> <p>7 particular session. And so partly just developing</p> <p>8 those relationships and working with those people to</p> <p>9 make sure we know informally what the status is and</p> <p>10 then obviously we track it as it goes through the</p> <p>11 committee process and on the vote of the Legislature</p> <p>12 and we make sure that we understand the status</p> <p>13 because part of our job is to explain to local</p> <p>14 election officials what was enacted and how it should</p> <p>15 be implemented.</p> <p>16 And so both as staff attorney and in my current</p> <p>17 position, I've been involved in helping to track</p> <p>18 legislation and I guess interpret for local election</p> <p>19 officials and for our staff.</p> <p>20 Q And do you keep track of newspaper articles, for</p> <p>21 example, that are talking about the different</p> <p>22 changes?</p> <p>23 A Well, I read them. We don't necessarily keep a file</p> <p>24 of them. If there's something that I think is</p> <p>25 significant, I might try to save an electronic copy</p> <p>22</p>	<p>1 whether or not it's been applied correctly.</p> <p>2 There are also members of the public that are</p> <p>3 involved in observing elections and some</p> <p>4 organizations that are active in that area, and that</p> <p>5 was one issue that I dealt with quite a bit and so</p> <p>6 they may also call up and have questions. They may</p> <p>7 have input into policy documents that we are</p> <p>8 preparing. We put out manuals on administering</p> <p>9 elections and we've had members of the public who</p> <p>10 have taken a particular interest in, for instance,</p> <p>11 voting at nursing home and at other adult care</p> <p>12 facilities, and that's -- we have a manual to</p> <p>13 describe what that process is supposed to look like,</p> <p>14 which our board -- we were asking our board to adopt</p> <p>15 and sign off on, and we had some members of the</p> <p>16 public who were very interested in that and they</p> <p>17 actually offered suggestions for improving that</p> <p>18 manual.</p> <p>19 I've also been asked to speak at some events of</p> <p>20 organizations that are interested in election laws</p> <p>21 and just about either new legislation or the new</p> <p>22 photo ID law or elections in general. When we've had</p> <p>23 activities that are more high profile, for instance,</p> <p>24 when Wisconsin was going through a series of recall</p> <p>25 elections and in controversies, sometimes we would</p> <p>24</p>



1 have individuals or groups of people that would show  
2 up at the office and they had complaints or an agenda  
3 that they wanted somebody to pay attention to. So  
4 sometimes I would just be the one to go out and  
5 communicate with them.

6 Q Would it be accurate to say that the GAB has input,  
7 some input -- could have some input into a pending  
8 piece of legislation, but once it's implemented, once  
9 the Legislature signs off on it, that your job, the  
10 job of the GAB is simply to implement that law?

11 A Yes. And I guess the only caveat is sometimes there  
12 are some gray areas in the law that the Legislature  
13 did not address and we're put in the position of  
14 trying to interpret what was intended, and in some  
15 cases we have to make a decision at the staff level  
16 simply to be able to answer questions on a daily  
17 basis and sometimes we determine that it's  
18 significant enough that we would like our board to  
19 essentially adopt or sign off on an interpretation of  
20 the legislation.

21 Q And going back just a second to how you keep abreast  
22 of the changes, do you read studies on voting  
23 patterns or studies on how -- on like, for example,  
24 the president's election commission report and things  
25 like that, do you read those kind of studies?

25

1 A Yes, I specifically read the presidential commission  
2 report. There are a lot of reports that -- we  
3 subscribe to a number of blogs and that are just  
4 filled with articles or reports that I just don't  
5 have time to study and just try to keep an eye on  
6 things, but try to -- that report in particular, we  
7 reviewed it, we had staff meetings about how it might  
8 apply to Wisconsin elections, but there are a lot of  
9 academic studies or journalistic reports that I see  
10 come through the email but just don't have time to  
11 digest.

12 Q In your current position, do you have to approve or  
13 sign off on, for example, press releases?

14 A I will have -- often have input into the draft of a  
15 press release. The public information officer is the  
16 one typically who will draft them. But as with many  
17 projects, it's often a team approach and we'll try to  
18 make sure that whoever has some subject matter  
19 expertise in it is able -- has an opportunity to  
20 contribute.

21 I also in a prior job had some experience as --  
22 essentially as communicating with the media, being a  
23 press officer essentially and in the public sector,  
24 and so based on that experience, generally  
25 Kevin Kennedy has given me an opportunity to try to

26

1 weigh in. But I usually don't -- well, in some cases  
2 I might sign off on the press release if it has to do  
3 with a subject area that I'm familiar with and that  
4 I'm responsible for. Kevin Kennedy has the ultimate  
5 sign off on it, but I certainly have an opportunity  
6 to provide input.

7 Q And if you saw something incorrect in a press  
8 release, you'd speak up and say something?

9 A If I noticed it, correct, yes.

10 Q Okay. As part of your current duties, do you also  
11 prepare Mr. Kennedy for testifying before the  
12 Legislature or any other body?

13 A In some cases. Again it's often a team project to  
14 prepare testimony, but oftentimes Director Kennedy  
15 will make the first draft of testimony and circulate  
16 it for input. In some cases where I've been  
17 primarily responsible for either the subject area or  
18 if we anticipate that I will be testifying, I might  
19 take a crack at the first draft and circulate it.

20 But Kevin is very open about taking input from  
21 the entire staff and he's been in the position for so  
22 long that he doesn't need a lot of preparation. He  
23 has the most knowledge about the history of the  
24 legislation of anybody in the office. But it always  
25 helps to toss out ideas and make sure everybody's on

27

1 the same page.

2 Q You used the word teamwork a couple of times. Does  
3 that mean that before a press release goes out or a  
4 position is taken by the GAB that there has to be a  
5 consensus amongst the group?

6 A Well, generally there is. Ultimately it's  
7 Director Kennedy's call, but usually we -- there  
8 isn't -- at least on the election side, usually a  
9 consensus develops and there's not a lot of dispute  
10 about the direction. It tends to be wordsmithing and  
11 how things are phrased.

12 Q So would you consider you have a lot of experience  
13 with election law?

14 A Compared to the average person, yes. Not compared  
15 to --

16 Q Mr. Kennedy?

17 A Yeah, or others around the country who are involved  
18 in election law.

19 Q Okay. And you've been involved in election law with  
20 the GAB since 2008?

21 A Yes.

22 Q Would you say that there have been -- and I might  
23 have asked you this already, and I apologize -- a lot  
24 of election law changes in Wisconsin since 2010-2011?

25 A Yes.

28

1 Q Do you know how many changes there have been?	1 they're a new clerk and then they're also required to
2 A I don't know how many total. I seem to recall in one	2 take an additional three hours of training during the
3 legislative session, maybe the 2011 session, a number	3 two-year period in order to be certified for the next
4 in the 20s came up, but I don't remember the specific	4 cycle. So essentially in a two-year cycle, they are
5 number.	5 required to take six credits.
6 Q And that was just in one year?	6 Many clerks participate in a lot more training
7 A In one two-year cycle.	7 than that between the Webinars and our in-person
8 Q One two-year cycle. What impact does frequent	8 training, but that's a requirement for clerks.
9 changes in the election laws have on your group at	9 Q How much training do you offer a year on average to
10 the GAB?	10 your clerks?
11 A Well, a number of things. We -- our staff first	11 A Let's see. It depends on the election cycle. We try
12 needs to make sure it stays up to date on the	12 to structure the timing of the training so it's most
13 election law changes. We have to implement any	13 relevant for clerks. So in the last few weeks, I
14 changes that are required within our office and then	14 think we've had a Webinar each Wednesday the last
15 we need to make sure we understand it well enough to	15 three weeks getting ready for this election cycle.
16 communicate it to local election officials. And	16 We publish a whole list of Webinars about six
17 that's generally the progression we take is to make	17 months in advance. I couldn't guess how many there
18 sure we understand the law, what we have to do and	18 are, but going into an even numbered year, we would
19 then we work on communicating that to clerks in a	19 have more Webinars than we would in an odd numbered
20 variety of ways.	20 year. And then we participate in two or three state
21 Q And how do you communicate that to clerks?	21 conferences of county clerks and provide them with
22 A A couple of different ways. Our training involves	22 training that might be a three-hour training session.
23 regular communications to clerks that we post on our	23 We also participate in the regional meetings of
24 website that are available to all clerks with	24 municipal clerks around the state. I was just at one
25 reminders that we send out every couple weeks to	25 last week where we provided three hours of training
29	31
1 check those communications and then our whole	1 on various election topics, and we will usually
2 training program, which includes in-person	2 attend those regional meetings at least once an
3 presentations to clerks and it also involves regular	3 election cycle, sometimes twice depending on who
4 Webinars.	4 wants to invite us to their meetings, and we also
5 We have in the last couple of years transitioned	5 have our manuals that clerks are -- use essentially
6 to much greater use of Webinars. We used to have	6 as their guide in managing elections.
7 essentially phone conference training with clerks	7 So we have an election administration manual to
8 around the state and we've transitioned to using	8 sort of walk them through the entire cycle of an
9 Webinars that clerks can either attend live or they	9 election and then we have an Election Day manual
10 can view. We post them after the fact and they're	10 focused on what election inspectors and clerks need
11 available for clerks -- clerks or election inspectors	11 to do on Election Day. We have some specialized
12 to view on their own time.	12 manuals, as I mentioned, one having to do with voting
13 Q Is there some type of -- you know how we have CLE as	13 at adult care facilities. We have a recall manual
14 lawyers?	14 and a recount manual.
15 A Um-hum, um-hum.	15 So those, if there are legislative changes, we
16 Q Is there some type of mandatory training amount --	16 need to update those manuals to make sure that they
17 withdraw it. Is there a mandatory amount of time	17 are current.
18 they have to train on new election laws?	18 Q And that's all that is done by the -- what did you
19 A There is. We have statutes and administrative rules	19 say 25, 26 folks that you supervise?
20 requiring, specifically requiring clerks and chief	20 A Yes.
21 inspectors to have a specific number of hours of	21 Q Are most of your clerks part time?
22 training.	22 A Yes. There was a study indicating that approximately
23 And so for a clerk in a two-year cycle, they're	23 two-thirds of the clerks were part time. That was
24 required to complete a three-credit three-hour core	24 sometime in 2010 or 2011 I think that survey was
25 training prior to conducting their first election if	25 completed.
30	32



<p>1 Q And when you're thinking part time, what are you</p> <p>2 thinking of hours per week?</p> <p>3 A It could range I think probably between 10 and 30</p> <p>4 hours a week.</p> <p>5 Q Now, is the part time -- the clerks who are working</p> <p>6 part time, is that a particular position or is that a</p> <p>7 choice, in other words, that you can choose to work</p> <p>8 part time as a clerk or you can choose to work full</p> <p>9 time?</p> <p>10 A Usually it's determined by the governing body. So we</p> <p>11 have cities, villages, towns, and clerks can be</p> <p>12 either elected or appointed depending on what the</p> <p>13 governing body decides. And most clerks in Wisconsin</p> <p>14 are appointed, but there are some clerks that are</p> <p>15 elected. And many of the part-time clerks, they have</p> <p>16 another primary job and this might be their second</p> <p>17 job.</p> <p>18 Q So does the GAB have any role in hiring or</p> <p>19 supervising clerks?</p> <p>20 A We do not hire or appoint clerks. We don't have any</p> <p>21 authority to discipline clerks or to determine how</p> <p>22 many hours a week they spend on election related</p> <p>23 matters.</p> <p>24 They're also responsible usually for a whole</p> <p>25 variety of other tasks, budgeting or personnel or</p> <p>33</p>	<p>1 that we are providing up-to-date information and also</p> <p>2 making sure that the new clerks are brought up to</p> <p>3 speed as quickly as possible.</p> <p>4 Q And I guess no way to know whether they read the</p> <p>5 memos that you send about the new laws, right?</p> <p>6 A Correct.</p> <p>7 Q So of the 1,853 clerks, do you know what the</p> <p>8 demographics are? Let me ask you that first.</p> <p>9 A I do not. I have a just general idea communicating</p> <p>10 with the clerks and getting to know them around the</p> <p>11 state, I have some general idea that it tends to be</p> <p>12 largely women in that position, a mix of clerks that</p> <p>13 have been in that position for 30 years and some</p> <p>14 brand new clerks, and the level of education and</p> <p>15 expertise varies widely.</p> <p>16 Q As does the amount of experience, I take it?</p> <p>17 A Right. And that poses a challenge for our agency to</p> <p>18 make sure that we are communicating effectively but</p> <p>19 also to an audience that learns in a lot of different</p> <p>20 ways, and that's just a continual issue that we pay</p> <p>21 attention to in our training program.</p> <p>22 Q Is there a minimum educational requirement to be a</p> <p>23 clerk?</p> <p>24 A No.</p> <p>25 Q And do you know whether or not that your 1,853 clerks</p> <p>35</p>
<p>1 issuing dog licenses, a variety of things, and they</p> <p>2 often remind us that all of the information we are</p> <p>3 providing to them is -- goes along with all the other</p> <p>4 duties that they have.</p> <p>5 Q How much confidence do you have that the clerks are</p> <p>6 participating in the training that the GAB is</p> <p>7 providing?</p> <p>8 A Well, we track their participation in the training</p> <p>9 that they are -- the core training that they're</p> <p>10 required to have. And it's hard to tell, for</p> <p>11 instance, if we have a Webinar going on if clerks are</p> <p>12 focused on it and learning from it immediately or if</p> <p>13 they're preoccupied with something else in their</p> <p>14 office while they're watching the Webinar.</p> <p>15 But we may find out after the fact that maybe</p> <p>16 there was a mistake or a challenge that arose that</p> <p>17 might have been prevented if they were following the</p> <p>18 training we provided. So we have 1,853</p> <p>19 municipalities in Wisconsin, so that's how many</p> <p>20 clerks there are for us to train.</p> <p>21 And there's also quite a bit of turnover. The</p> <p>22 estimate is that there's 25 percent turnover in those</p> <p>23 clerks every year. And so we can train up clerks and</p> <p>24 get them all set and they may leave for another</p> <p>25 position. So it's a constant challenge to make sure</p> <p>34</p>	<p>1 are ethnically and racially diverse?</p> <p>2 A I assume they, you know, in general reflect the local</p> <p>3 population. And Wisconsin in some parts of the state</p> <p>4 is ethnically diverse and in other parts it's not.</p> <p>5 Q And do you know what contributes to the 25 percent</p> <p>6 turnover?</p> <p>7 A I think it is just a combination of individual</p> <p>8 circumstances, what other opportunities individuals</p> <p>9 have. Maybe sometimes it's local issues or local</p> <p>10 politics. Some clerks have expressed to us that they</p> <p>11 feel that regarding elections, a large number of</p> <p>12 changes have caused them to think about whether or</p> <p>13 not they want to stay in the position, but that may</p> <p>14 not be the only reason that they decide to leave.</p> <p>15 Q Because a large number of changes requires new</p> <p>16 education, right?</p> <p>17 A Correct.</p> <p>18 Q Have you read the complaint, the amended complaint in</p> <p>19 this case?</p> <p>20 A I skimmed it briefly, yes.</p> <p>21 Q And did you read Mr. Kennedy's deposition?</p> <p>22 A No.</p> <p>23 Q Would you say that the -- I think you called it the</p> <p>24 photo ID law was one of the most sweeping changes</p> <p>25 ever to occur in voter -- in election law in</p> <p>36</p>

<p>1 Wisconsin?</p> <p>2 MR. KAWSKI: Object to the form of the</p> <p>3 question.</p> <p>4 A Well, I really only started paying attention closely</p> <p>5 to election law really in 2008, and so I guess I</p> <p>6 can't judge historically. I think it was one of the</p> <p>7 most significant package of changes since I've been</p> <p>8 involved at the GAB.</p> <p>9 Q And why do you say it was the most significant</p> <p>10 package of changes?</p> <p>11 A Because it, first of all, impacts every voter, and so</p> <p>12 that's -- be it a large general election will have</p> <p>13 close to three million voters and so every individual</p> <p>14 voter has to internalize that message about what they</p> <p>15 need to be prepared to come to the polls and get a</p> <p>16 ballot that they can cast.</p> <p>17 And it also involved a lot of details as to what</p> <p>18 individuals needed to do to obtain an ID, and that</p> <p>19 message had to be communicated in an understandable</p> <p>20 way not only to the public but also to clerks so that</p> <p>21 clerks could answer questions and that they could</p> <p>22 train their election inspectors.</p> <p>23 There were also a number of other changes that</p> <p>24 were involved in the voter photo ID law separate from</p> <p>25 the requirement to present an ID. And so we needed</p> <p>37</p>	<p>1 training materials. We had a specific responsibility</p> <p>2 to create a public information and awareness program.</p> <p>3 So that involved developing a budget and a plan for</p> <p>4 exposing the public to what the law meant and what it</p> <p>5 required.</p> <p>6 We created in conjunction with an outside firm a</p> <p>7 lot of resources like flyers, posters, public service</p> <p>8 announcements for radio and TV. We had what we</p> <p>9 called a Speakers Bureau where we would send out</p> <p>10 staff to organizations that invited us to come and</p> <p>11 speak about the law.</p> <p>12 We created resources so that clerks could have</p> <p>13 handy references about which photo IDs were</p> <p>14 acceptable. We reviewed -- the law allowed student</p> <p>15 photo IDs to be used if they were issued by a</p> <p>16 university or college. So we worked with the</p> <p>17 University of Wisconsin System and other private</p> <p>18 universities and colleges to advise them about what</p> <p>19 was required for photo ID. Many of those schools</p> <p>20 would send us what they intended to use to ask for</p> <p>21 our opinion as to whether or not it was acceptable.</p> <p>22 We had to make sure that our staff was trained</p> <p>23 on what the law required so that we could provide</p> <p>24 advice and respond to phone calls and inquiries about</p> <p>25 it. I know I'm missing other tasks, but it was just</p> <p>39</p>
<p>1 to make sure we had a handle on all of those changes,</p> <p>2 many of which went into effect even while the photo</p> <p>3 ID requirement was stayed by the courts.</p> <p>4 Q And when was the photo ID law, what year was that?</p> <p>5 A 2011.</p> <p>6 Q And so I think you told me you were the -- maybe I'm</p> <p>7 misremembering this. What was your -- let me just</p> <p>8 ask you. In 2011 what was your role with respect to</p> <p>9 the photo ID law?</p> <p>10 A I was a staff attorney at that time and so again I</p> <p>11 got involved early on in the process from the time it</p> <p>12 was introduced and we were looking at presenting</p> <p>13 testimony through its consideration by the</p> <p>14 Legislature and then helping to implement it.</p> <p>15 Almost every individual in the elections</p> <p>16 division was involved in the implementation. The</p> <p>17 division was organized into teams to really evaluate</p> <p>18 what the law did and to take on certain projects so</p> <p>19 that we could make sure it was implemented</p> <p>20 correctly.</p> <p>21 Q And what -- were there specific things that you had</p> <p>22 to do to make sure it was implemented correctly?</p> <p>23 A Yes.</p> <p>24 Q And what were those things?</p> <p>25 A Well, we needed to make sure we updated all of our</p> <p>38</p>	<p>1 a whole slew of priorities that we had to take care</p> <p>2 of to make sure it was implemented.</p> <p>3 Q And with respect to the public, were there specific</p> <p>4 groups that were targeted?</p> <p>5 MR. KAWSKI: Object to the form.</p> <p>6 A Well, I'd say I mean in general, first of all, we</p> <p>7 were just targeting the entire state. Specifically</p> <p>8 in the public outreach program, I think a certain</p> <p>9 part of the public service announcements and</p> <p>10 materials, I think there was a certain percentage of</p> <p>11 that that we in some parts of the state wanted to</p> <p>12 make sure we were reaching the entire population, so</p> <p>13 there were -- some of those announcements may have</p> <p>14 been placed with media that the outside firm expected</p> <p>15 would be able to reach a certain audience more</p> <p>16 effectively.</p> <p>17 Q But wasn't there -- weren't there groups of people</p> <p>18 who were particularly vulnerable to the changes that</p> <p>19 you tried to reach out to? For example, the elderly?</p> <p>20 MR. KAWSKI: Object to the form.</p> <p>21 A That was certainly one of the arguments. And I think</p> <p>22 our approach was -- I think actually the legislation</p> <p>23 specifically stated that we had a responsibility to</p> <p>24 reach out to segments of the population that might</p> <p>25 have difficulty -- that either may not have a photo</p> <p>40</p>

<p>1 ID or that might have specific difficulty in</p> <p>2 obtaining a photo ID. And so we tried to develop our</p> <p>3 own materials to make sure the law was understandable</p> <p>4 for those members of the public.</p> <p>5 I guess I was speaking earlier more about the</p> <p>6 public outreach which was really spearheaded and</p> <p>7 developed by the outside firm that we contracted</p> <p>8 with.</p> <p>9 Q And who was that outside firm?</p> <p>10 A It's called KW2. It's a local firm here in Madison,</p> <p>11 Wisconsin.</p> <p>12 Q And so they would develop public service</p> <p>13 announcements for radio and TV?</p> <p>14 A Right, with our input. We have a website called</p> <p>15 Bring it to the Ballot, and that was our photo ID</p> <p>16 website, and KW2 developed the website along with all</p> <p>17 the public service announcements and all the</p> <p>18 materials that can be downloaded from that site, but</p> <p>19 our staff would review what they had proposed and had</p> <p>20 a lot of input into the substance of what was</p> <p>21 produced.</p> <p>22 Q So you said that that was one of the arguments when I</p> <p>23 asked you about the elderly and other groups. Did</p> <p>24 you have any concern that with this photo ID, this</p> <p>25 new law, that there would be certain groups like the</p> <p style="text-align: right;">41</p>	<p>1 spread the word that we would be available to speak</p> <p>2 to those organizations.</p> <p>3 Q Did you or the GAB go out and speak to particular</p> <p>4 groups like, for example, the NAACP or the Lawyers</p> <p>5 Committee on Civil Rights or any of those type</p> <p>6 groups?</p> <p>7 A Well, I don't recall specifically that those groups</p> <p>8 were ones that invited us to speak. Our staff</p> <p>9 certainly went out and spoke to I know groups in</p> <p>10 Milwaukee, and I was at one of the presentations last</p> <p>11 year. I just don't remember if it had -- if it was</p> <p>12 just a neighborhood group. I think it was actually</p> <p>13 connected with the church, but I don't remember the</p> <p>14 name of the organization.</p> <p>15 But we do have -- you know, we have ongoing</p> <p>16 contact with attorneys, local attorneys especially</p> <p>17 around election time that might be working with</p> <p>18 national groups, and so we would communicate to them</p> <p>19 if they had questions about what the law was. But we</p> <p>20 took the approach that we would speak to any</p> <p>21 organization that invited us, whether they were</p> <p>22 partisan or nonpartisan. We wanted to just make sure</p> <p>23 that the information got out there. And I would have</p> <p>24 to look at the list of who we spoke to to know for</p> <p>25 sure.</p> <p style="text-align: right;">43</p>
<p>1 elderly, African-Americans, Latinos, students who</p> <p>2 might be -- where the law might -- that particular</p> <p>3 law might be more of a burden for them than others?</p> <p>4 MR. KAWSKI: Object to the form.</p> <p>5 A We had a concern about making sure the law could be</p> <p>6 implemented as smoothly as possible for everybody,</p> <p>7 and so we would be -- you know, obviously we read all</p> <p>8 the newspapers and what was being said about the law.</p> <p>9 And so just in general, we wanted to have the most</p> <p>10 effective communication program that we could have.</p> <p>11 And that's no different from any other aspect of</p> <p>12 legislative changes.</p> <p>13 As I mentioned, there's been changes in voting</p> <p>14 in adult care facilities. And so we would</p> <p>15 communicate, try to make sure that we are connecting</p> <p>16 with organizations that might represent elderly</p> <p>17 voters, voters with disabilities or others that might</p> <p>18 be specifically affected by it.</p> <p>19 So the information that we were producing was</p> <p>20 intended for the entire population. We would try to</p> <p>21 outreach -- reach out to whatever organizations</p> <p>22 wanted to have us talk to them, and so we, for</p> <p>23 instance, communicated with every legislator and we</p> <p>24 asked them to spread the word that if they were in</p> <p>25 touch with local organizations, that they helped us</p> <p style="text-align: right;">42</p>	<p>1 Q But the GAB didn't reach out to groups on their own?</p> <p>2 They were willing to go speak to groups, but they</p> <p>3 didn't go find any groups to go talk to?</p> <p>4 A Well, I think what we tried to do was we knew that we</p> <p>5 could not obviously individually reach each voter.</p> <p>6 So our approach was to try to communicate with</p> <p>7 organizations that could also do the outreach and</p> <p>8 sort of extend the information that we had. And so</p> <p>9 that was the whole point of trying to task</p> <p>10 legislators, who in your district could we come to</p> <p>11 speak with, and if they gave us ideas, if they said</p> <p>12 contact this organization, we would. Otherwise we</p> <p>13 would respond to invitations.</p> <p>14 Obviously groups like the League of Women Voters</p> <p>15 have a lot of contact with our organization and they</p> <p>16 invited us to a number of their meetings to speak.</p> <p>17 Q With respect to the photo ID, the photo voter ID</p> <p>18 implementation of the new law, how successful do you</p> <p>19 think that the GAB was in communicating its message</p> <p>20 to the public?</p> <p>21 A I think we were successful doing as much as we could</p> <p>22 with the resources we had. And the impact of that is</p> <p>23 hard to measure at this point because it was only</p> <p>24 implemented initially in a February election, small</p> <p>25 turn-out election and now in a number of special</p> <p style="text-align: right;">44</p>

<p>1 elections, mostly local special elections in 2015.</p> <p>2 So it hasn't really been tested in a high</p> <p>3 turn-out partisan election yet, and so it's hard to</p> <p>4 gauge ultimately what the impact has been. But</p> <p>5 knowing what the staff did and what we produced and</p> <p>6 what's available, I think the agency did a pretty</p> <p>7 effective job.</p> <p>8 Q Then you say the resources and you'd also mentioned</p> <p>9 the budget. Was there a specific amount of money</p> <p>10 that the GAB had asked the Legislature for?</p> <p>11 A Well, the Legislature allocated a budget for a public</p> <p>12 information and outreach campaign. So that was part</p> <p>13 of the law. I don't know that we had any specific</p> <p>14 input or that anybody asked us what the figures</p> <p>15 should be. But we were directed to come up with a</p> <p>16 plan for how we would use those funds, and ultimately</p> <p>17 it needed to be approved by a legislative agency</p> <p>18 before we could implement that plan.</p> <p>19 Q And do you recall what that plan was in terms of how</p> <p>20 you were going to spend the money that was allocated?</p> <p>21 A Well, in general terms.</p> <p>22 Q Sure. What do you recall in general terms?</p> <p>23 A I'm guessing that the total number was somewhere</p> <p>24 between one and two million and then we allocated a</p> <p>25 good chunk of that to the contract with this outside</p> <p style="text-align: right;">45</p>	<p>1 just recall reading about it. We would get calls</p> <p>2 about it. People might show up at our board meetings</p> <p>3 and provide public comments about it.</p> <p>4 And our general response was it's a policy</p> <p>5 decision of the Legislature. We're happy to listen,</p> <p>6 but ultimately we would advise that they would need</p> <p>7 to contact their legislator.</p> <p>8 Q But weren't there particular things -- I'm sorry,</p> <p>9 weren't there particular criticisms during the soft</p> <p>10 implementation period that had nothing to do with</p> <p>11 policy but was more of a practical nature?</p> <p>12 MR. KAWSKI: Object to the form.</p> <p>13 A Sure. There were concerns or criticisms about how it</p> <p>14 was going to be implemented.</p> <p>15 Q Weren't there concerns about long lines, for example?</p> <p>16 A Oh, I think there were concerns that people expected</p> <p>17 there to be longer lines and delays.</p> <p>18 Q And were there longer lines and delays?</p> <p>19 A I do not recall that there were, but again that may</p> <p>20 be because long lines are a result of a variety of</p> <p>21 factors and generally have not been a big issue in</p> <p>22 Wisconsin elections. In 2011 we had recall elections</p> <p>23 for certain Senate districts and I just -- I don't</p> <p>24 recall any major stories about long lines during the</p> <p>25 soft implementation.</p> <p style="text-align: right;">47</p>
<p>1 firm to develop materials and then ultimately to try</p> <p>2 to buy media time so that the public service</p> <p>3 announcements could be broadcast.</p> <p>4 There were also some agency positions that were</p> <p>5 authorized, additional positions that were authorized</p> <p>6 in the bill so that we had additional staff to focus</p> <p>7 specifically on the photo ID law.</p> <p>8 So there is an entire plan that was produced and</p> <p>9 approved and implemented and I at this point can only</p> <p>10 really recall it in general terms.</p> <p>11 Q Okay. When did the photo voter ID law take effect?</p> <p>12 A In 2011.</p> <p>13 Q 2011, okay. Sorry.</p> <p>14 A And it initially in the 2011 elections, it was what</p> <p>15 we call soft implementation. So it did not become</p> <p>16 fully in effect until the February 2011 spring</p> <p>17 primary.</p> <p>18 Q That's just where I was going. With respect to the</p> <p>19 soft implementation, do you recall any concerns or</p> <p>20 criticisms at that time about the photo voter ID law?</p> <p>21 A Sure.</p> <p>22 Q And what do you recall?</p> <p>23 A Well, there were obviously people that oppose the law</p> <p>24 and were critical of it throughout the entire debate</p> <p>25 and implementation and obviously still are. So I</p> <p style="text-align: right;">46</p>	<p>1 Q But weren't there also concerns during this soft</p> <p>2 implementation period from the clerks themselves who</p> <p>3 were at the forefront?</p> <p>4 A From some clerks, right.</p> <p>5 Q And what do you recall about those concerns?</p> <p>6 A Well, I guess similar to any legislative changes, and</p> <p>7 I mean the clerks, as I said, there's 1,853 municipal</p> <p>8 clerks and there's 72 county clerks and the county</p> <p>9 clerks are elected on a partisan basis. Municipal</p> <p>10 clerks are not. And so they have a variety of</p> <p>11 opinions about it.</p> <p>12 And some clerks like the photo ID law and</p> <p>13 thought it was a good idea and some did not and some</p> <p>14 clerks were just concerned about any changes, any</p> <p>15 significant changes and just sort of a concern about</p> <p>16 the unknown, about how things would play out. And so</p> <p>17 along the lines I think it was part of -- it was one</p> <p>18 of the concerns.</p> <p>19 Q But once it was implemented, given your experience</p> <p>20 and knowledge in talking to the clerks and the</p> <p>21 public, weren't there particular concerns that still</p> <p>22 exist today?</p> <p>23 MR. KAWSKI: Object to the form.</p> <p>24 A From some clerks, I would agree.</p> <p>25 Q Okay. And what were those that still exist today?</p> <p style="text-align: right;">48</p>

1 A Well, I guess what I've heard expressed is still a  
2 concern about whether voters are sufficiently aware  
3 of the law, whether they've taken steps to obtain a  
4 valid ID, whether there will be an increase in  
5 provisional ballots and all that that entails, which  
6 involves both voters and their own election  
7 inspectors and whether that process will be followed  
8 accurately.

9 You know, whether that would cause any delay in  
10 really knowing who won an election because there  
11 might be an increase in the original ballots that are  
12 not returned potentially until the Friday after the  
13 election, maybe concerns about some voters who may  
14 not know that they have a valid ID or do not have a  
15 valid ID and decide not to vote, not even to come to  
16 the polls, I guess those are probably the main  
17 concerns I've heard expressed.

18 Q And with respect to voters may not be significantly  
19 aware, is this something you hear a lot about, is it  
20 something that comes from one or two clerks? Where  
21 does that come from?

22 MR. KAWSKI: Object to form.

23 A I think -- I don't know how to characterize it as a  
24 lot or a little.

25 Q Um-hum.

49

1 keep our fingers crossed that things that we cannot  
2 control do not disrupt an election, and those things  
3 sometimes are not known unless you have a close  
4 election and they come to light because there's more  
5 media or more attention either from the public or the  
6 media or because of the recount.

7 So like anybody I think who's charged with that  
8 kind of responsibility, you're constantly trying to  
9 come up with checklists to make sure that everything  
10 is covered. So photo ID I think at this point in  
11 my -- in our collective mind at the agency and in my  
12 mind specifically, we look at it as one of the main  
13 teaching points coming into the 2016 election cycle  
14 and one of the main things that we want to focus on  
15 with clerks and the public to make sure that they're  
16 aware of what the requirements are.

17 There are other challenges and issues and  
18 developments involving our agency and the structure  
19 of our agency and the fact that just last week we  
20 launched a brand new voter registration system. That  
21 specifically is another major concern about how  
22 clerks are going to be able to manage that system and  
23 whether all the technology combined with the people  
24 who need to use it, whether that's going to create  
25 any problems in creating poll lists or ballots. So

51

1 A When we are presenting in front of clerks, we will  
2 have interaction and exchange about the photo ID law  
3 and we try to anticipate with any legislative change  
4 what are things that clerks need to be aware of to be  
5 prepared and to have their election inspectors  
6 prepare. And so these also may be concerns that we  
7 try to anticipate and just make clerks aware of and  
8 sometimes they come to fruition and sometimes they  
9 don't.

10 And sometimes it's just simply any change is --  
11 some clerks perceive as kind of a disruption in the  
12 way that they are used to conducting elections, and  
13 that change in itself they feel might affect the  
14 process at the polls.

15 Q But given your vast experience, what, if any, issues  
16 that you see with the photo voter ID law that still  
17 concern you?

18 MR. KAWSKI: Object to form.

19 Q If any.

20 MR. KAWSKI: Object to form.

21 A Well, so as the elections division administrator, I  
22 mean anybody who's charged with trying to do  
23 everything we can to make sure elections are pulled  
24 off smoothly and without controversy, there's a  
25 certain amount of let's prepare as much as we can and

50

1 that's something that in particular probably keeps my  
2 elections supervisor up at night is thinking about  
3 those potential issues.

4 So I think in the last few election cycles,  
5 we've tried to develop a training program that has a  
6 little bit of a theme to it and focus to it. And in  
7 one election cycle, I think 2012, it was, okay,  
8 there's been a lot of election law changes, so many  
9 that clerks might get a little bit flustered and we  
10 wanted to bring them back to the basics. So that's  
11 what we called it, Back to the Basics, pay attention  
12 to the basics and the fundamentals, and we tried to  
13 build on that in 2014. And in 2016 I think is again  
14 trying to identify what are the big challenges that  
15 are going to affect the most number of people.

16 And in our minds, it's paying attention to photo  
17 ID, making sure our new voter registration system  
18 works properly and making sure that we manage the  
19 transition to new agencies and that that does not  
20 affect clerks or voters.

21 Q What is this new voter registration system? Can you  
22 describe it for me?

23 A Sure. So with the funds from the Help America Vote  
24 Act, part of that requirement was to create an  
25 electronic database for a voter registration system

52

1 that was developed and launched in Wisconsin in 2006.  
2 Prior to that, smaller communities in Wisconsin were  
3 not even required to have voter registration, and so  
4 the ones that did, we needed to transfer all of their  
5 local data to the statewide system.

6 And so now that that system is 10 years old, the  
7 last two years we focused on developing a plan to  
8 upgrade that and what it involved -- the main thing  
9 it involved was transitioning this custom-built  
10 system onto a Microsoft platform, and the technology  
11 was becoming outdated. The system was becoming less  
12 reliable or slower or clunkier I guess is the best  
13 way we could describe it, and we knew we had to be  
14 prepared to essentially replace it.

15 And so now there's a lot of IT work and work by  
16 our staff over the last two years and specifically in  
17 the last six to eight months to use this Microsoft  
18 dynamic CRM software, and that is now the platform  
19 for the voter registration system and the hope being  
20 that it has several advantages, newer technology,  
21 more reliable, faster technology. Also the intent is  
22 that it's easier for us to customize. Once it's in  
23 place, we hope that any changes require less IT  
24 coding and more things that can be done by our  
25 program staff and also the hope is that it will be

53

1 more usable for local election officials.

2 Our training program for our original voter  
3 registration system was a two-day, two and a half day  
4 training program and required a lot of time and  
5 commitment from clerks and now we have -- we do have  
6 some in-person training for clerks who never worked  
7 in the original system that we put on this week, but  
8 we are going to rely mainly on online training  
9 resources. So we have a training center online where  
10 they can view the manual that's been produced for the  
11 system as well as view videos and also participate in  
12 interactive tutorials.

13 So the hope is that it's going to be more usable  
14 and that it will serve the state for some time in the  
15 future.

16 Q Okay. So maybe I missed something. So is this for  
17 the clerks or for the voters?

18 A For clerks and for the GAB.

19 Q Okay.

20 A And although it is -- in one sense it is for voters  
21 because that system is the basis for another website  
22 we have called My Vote Wisconsin, and that's a  
23 website that voters can go to. Military and  
24 permanent overseas voters can download their ballot  
25 electronically and print it out and mail it back.

54

1 All voters can go on that system and find out  
2 where they vote, who's going to be on their ballot,  
3 when their next election is. They can find out who  
4 their clerk is, where their polling place is. They  
5 could also start the registration process, although  
6 in Wisconsin, we do not have online registration yet,  
7 but they can obtain a registration form.

8 We also have a function that we call click and  
9 mail that allows them to input their personal data  
10 directly into the voter registration system, which  
11 starts the process, but their registration cannot be  
12 activated until the original form is submitted to the  
13 clerk.

14 And so the clerk then gets a notification that  
15 there's a pending registration and they can activate  
16 the registration, but the advantage is that the clerk  
17 does not have to do the data entry. It reduces the  
18 number of mistakes, data entry errors that we have.  
19 That function, specific function is on hold while we  
20 redevelop the My Vote Wisconsin website that will be  
21 launched in June. And because -- so it is connected  
22 to the voter registration system.

23 The data comes from the voter registration  
24 system and because we've launched the voter  
25 registration system, there's still some glitches to

55

1 work out between how those two websites interact.

2 Q In your opinion based on your experience and long  
3 work in the election area, this new voter  
4 registration system, the transition from the GAB to  
5 another entity, do you have any concerns that it's  
6 going to have a negative impact on the 2016  
7 presidential election?

8 MR. KAWSKI: Object to the form.

9 A It's as I said, it's on our radar as things that we  
10 need to pay attention to. So I look at it as our job  
11 is to make sure we're prepared, clerks are prepared  
12 and voters are prepared. And there is always  
13 something that we need to pay attention to to make  
14 sure that that happens, and those are three big  
15 developments that have not happened before all at one  
16 time.

17 Q Perfect storm?

18 MR. KAWSKI: Object to form.

19 A Well -- and we certainly implemented a voter  
20 registration system before, that I think we expect  
21 the transition to the new one is going to go more  
22 smoothly than the original one. There were a lot of  
23 concerns from clerks and complaints from clerks about  
24 the original system, but I don't recall any comments  
25 that that system impacted the voting process at all.

56



<p>1 So as I said, it's my job to be concerned --</p> <p>2 Q Right.</p> <p>3 A -- about a lot of different things and the</p> <p>4 implementation of it. But I don't have any opinion</p> <p>5 or guess as to whether ultimately it's going to</p> <p>6 affect voter participation.</p> <p>7 Q Are you okay? Do you need a break?</p> <p>8 A No, I'm fine. I'm good.</p> <p>9 Q Okay. In your experience, have there been any -- has</p> <p>10 there been any negative impact of the photo ID law</p> <p>11 since 2011?</p> <p>12 A It's hard to answer. I think it's kind of a broad</p> <p>13 question. I think it depends who you ask.</p> <p>14 Q I'm just asking you as the guy in charge, sort of in</p> <p>15 charge.</p> <p>16 A Well, it's had impacts, you know, that we've</p> <p>17 discussed. As administrators, it's had impact in the</p> <p>18 work we do and the priorities and what we have to pay</p> <p>19 attention to. But there's always something that we</p> <p>20 need to pay attention to, and so I don't really</p> <p>21 characterize them as positive or negative impacts.</p> <p>22 It's the work that we have to do.</p> <p>23 And Wisconsin, you know, it's been through</p> <p>24 pretty tumultuous political times in the last few</p> <p>25 years and so it's just sort of -- you know, it's all</p> <p style="text-align: right;">57</p>	<p>1 election that people were unable to vote because they</p> <p>2 didn't have photo ID?</p> <p>3 A We reached out to clerks who conducted special</p> <p>4 elections in 2015, since it's been in effect after</p> <p>5 the April spring election, and we specifically asked</p> <p>6 them did you need to issue any provisional ballots</p> <p>7 and were any provisional ballots cast, and for the</p> <p>8 most part what we heard was that there were no</p> <p>9 provisional ballots issued.</p> <p>10 In talking to or receiving feedback, I think one</p> <p>11 or two clerks told us that an individual showed up</p> <p>12 and did not have their ID and was told -- was given</p> <p>13 the option to cast a provisional ballot and then</p> <p>14 decided not to and left and did not return, but they</p> <p>15 didn't know whether it was because they did not have</p> <p>16 a photo ID at all or that they just decided not to</p> <p>17 come back with the photo ID. But that's, as I said,</p> <p>18 really anecdotal.</p> <p>19 Q Does the GAB track issues, not just with the photo</p> <p>20 ID, but with some of the other changes that have</p> <p>21 occurred since -- some of the numerous changes that</p> <p>22 have occurred since 2011?</p> <p>23 A Do we track?</p> <p>24 Q Do you track, for example, complaints about the</p> <p>25 various changes in the law? Let's start with that.</p> <p style="text-align: right;">59</p>
<p>1 in the mix about how people feel, what their</p> <p>2 perceptions are about policy changes. And so there's</p> <p>3 obviously been things that some people in Wisconsin</p> <p>4 feel have been divisive and so generally people would</p> <p>5 say when things are divisive, that the connotation is</p> <p>6 that people have a negative feeling about that.</p> <p>7 But there are certainly supporters of the law</p> <p>8 that think this is going to improve the election</p> <p>9 cycle, and part of my job is to be able to</p> <p>10 communicate and work with people across the spectrum.</p> <p>11 And so we try not to focus too much on whether we</p> <p>12 think some legislative change is positive or negative</p> <p>13 because somebody needs to be the one to make sure</p> <p>14 that gets implemented.</p> <p>15 And because of the -- because it's been used so</p> <p>16 infrequently so far and with small elections, I'm not</p> <p>17 really in a position to say whether it's had a</p> <p>18 negative impact on -- ultimately had a negative</p> <p>19 impact on the election process as a whole, taking</p> <p>20 into account concerns of voters, election officials,</p> <p>21 candidates or people who are concerned about either</p> <p>22 voter participation or potential voter fraud.</p> <p>23 Q Have you heard from your clerks or anywhere with</p> <p>24 respect to the voters, still on the voter photo ID</p> <p>25 law that in this very limited experience of this</p> <p style="text-align: right;">58</p>	<p>1 A So we -- there's a couple different ways that we</p> <p>2 might track their complaints or concerns. We don't</p> <p>3 keep something separate that is categorized by topic.</p> <p>4 When we receive complaints, we log them into a</p> <p>5 database, but often they're complaints about</p> <p>6 something that's not really under our jurisdiction</p> <p>7 and not really a complaint that we can address.</p> <p>8 In the three weeks surrounding an election, we</p> <p>9 specifically have a contact activity log and all of</p> <p>10 our staff at the elections division is required to</p> <p>11 log each call that they get in the week leading up to</p> <p>12 the election, the week of the election and the week</p> <p>13 after the election. And that's a way for us to try</p> <p>14 to track issues that are coming in and whether or not</p> <p>15 they've been resolved or whether they need any</p> <p>16 follow-up after the election, but we do not -- in</p> <p>17 some elections, we have generally sort of tried to</p> <p>18 categorize what the concerns are, but they're not</p> <p>19 probably as specific as you're alluding to.</p> <p>20 Usually it's a broad category that is this an</p> <p>21 issue related to a local election official or the</p> <p>22 polling place, is it a contact from a clerk or a</p> <p>23 voter or from the media. But they're not categorized</p> <p>24 by photo ID or absentee ballot issues or any other</p> <p>25 general category. We just haven't had a lot of time</p> <p style="text-align: right;">60</p>

1 to digest and analyze the data that might come out	1 is that?
2 from tracking those kinds of calls.	2 A I think a combination of more contentious elections
3 Q Then how do you know then if something -- if there's	3 and some organizations who have taken more of an
4 a problem if you don't track it by category? Is it	4 interest in what happens at the polling place and
5 anecdotal?	5 monitoring elections.
6 A So I mean we know specific problems that come up, and	6 And the Government Accountability Board when I
7 we'll have a little bit of a debriefing session after	7 first started was in the midst of promulgating an
8 elections and say what did we hear collectively, how	8 administrative rule to regulate the conduct of
9 does that translate into what we're going to do in	9 election observers, which the Elections Board had
10 the future for training clerks or for reaching out to	10 developed in the previous year or two, and so there's
11 the public.	11 also been more focus on it from our office and by
12 Some election cycles, election observers have	12 local clerks because just more observers have showed
13 become a big issue, and so we have made them more of	13 up at elections and so there's more potential for
14 a priority to communicate with political parties and	14 there to be questions from observers, questions about
15 organizations that sponsor election observers and so	15 how to handle observers and potential for more people
16 that's increased the communication that we've done on	16 to become involved in discussions and disagreements
17 that particular topic. We might hear different	17 at the polling place.
18 things in different parts of the state, too, just	18 And there's been some specific instances where
19 depending on what's going on. You know, it is a	19 there's been some fairly significant conflict between
20 little bit of hit and miss because it depends on who	20 election observers either amongst themselves or
21 contacts us or what we read in the paper.	21 conflict between specific election observers and some
22 But I think we have probably 10 staff that are	22 voters or election inspectors. And so we've tried to
23 taking calls from voters and then another part of our	23 use that administrative rule -- tried to use that
24 staff who are taking calls from clerks about things	24 administrative rule as a way of getting everybody on
25 like the voter registration system, and so I think we	25 the same page about what the rules were for their
61	63
1 try to keep a pretty good finger on the pulse of	1 conduct.
2 what's going on in general around the state.	2 And that also led us to reach out more to groups
3 Q Do you know how many of the voting public has access	3 that we knew were sponsoring election observers to
4 to computers?	4 make sure that as they were training their election
5 A No.	5 observers, they were aware of what the rules were.
6 Q Or some kind of mobile device?	6 Q And for the record, what is an election observer?
7 A No.	7 A In Wisconsin, any member of the public can observe
8 Q And for those who don't have access to computers or	8 elections, the public aspects of the elections at the
9 mobile devices, is there some equivalent to your My	9 polling place. So it could be an individual on their
10 Vote Wisconsin where you reach out to the public?	10 own or representing some organization who wants to --
11 A Something equivalent?	11 or a candidate -- or a campaign, I should say,
12 Q That's non-computer focused for those who don't have	12 representing a campaign. Candidates are not allowed
13 computers.	13 to be election observers. But any other individual
14 A You know, there are a lot of materials that are on --	14 can come and be placed in a designated area where
15 well, a lot of the information that is on My Vote	15 they are able to observe the process of issuing the
16 Wisconsin. The other place to get it for most people	16 ballots and also the registration process if there's
17 would be from their local municipal clerk. And so	17 a separate registration station.
18 some clerks will send out information in newsletters	18 Q And there was a time where the distance between where
19 or with property tax bills at the end of the year to	19 they could stand changed, right?
20 say these are the elections coming up, remember to	20 A Correct.
21 get a photo ID, remember to register and could	21 Q And now they can stand within what, three to eight
22 certainly answer questions about what offices are	22 feet?
23 going to be on the ballot. But I don't know that	23 A Correct.
24 there's anything equivalent to My Vote Wisconsin.	24 Q And is that of the registration or of the person
25 Q You said that observers have become a big issue. Why	25 voting? What is that area?
62	64

<p>1 A The statutes I believe starts out saying it's three</p> <p>2 to eight feet from the distance of the table where</p> <p>3 ballots are being issued and then also states that</p> <p>4 there should be -- if there is a registration</p> <p>5 station, that there should also be an observation</p> <p>6 area between three to eight feet of that as well.</p> <p>7 Q But some of the polling places are like no bigger</p> <p>8 than -- the one I go to is no bigger than someone's</p> <p>9 garage. So how would that work exactly?</p> <p>10 A Well, there is some language, there was both in our</p> <p>11 administrative rule, which is not formally in effect</p> <p>12 right now, and also language in the statute -- well,</p> <p>13 I'm not sure if there's language in the statute, but</p> <p>14 our administrative rule had some language saying</p> <p>15 where physically feasible, the observation area was</p> <p>16 to be between 6 and 12 feet.</p> <p>17 And I don't know if those words are in the</p> <p>18 statute, but the way we have administered it and</p> <p>19 advised clerks to administer it is that three to</p> <p>20 eight feet is also where physically feasible. They</p> <p>21 need to be able to conduct elections, have room for</p> <p>22 inspectors and voters and then they have some</p> <p>23 flexibility to make some adjustments based on the</p> <p>24 physical layout of the polling place.</p> <p>25 Q In addition to the three to eight feet, was there a</p> <p style="text-align: right;">65</p>	<p>1 voting process.</p> <p>2 Q Why does -- so GAB had a standard --</p> <p>3 A Um-hum.</p> <p>4 Q -- which they -- a thoughtful group thought was the</p> <p>5 right standard, right?</p> <p>6 A It was the standard that the GAB approved in an</p> <p>7 administrative rule. It was the distance -- that</p> <p>8 rule itself was the result of a pretty thorough</p> <p>9 process of getting input from stakeholders. Both</p> <p>10 political parties and other organizations met with</p> <p>11 the Elections Board and the GAB over a period of a</p> <p>12 year or two and they came up with that administrative</p> <p>13 rule and it was promulgated a couple times as an</p> <p>14 emergency rule.</p> <p>15 It's never been approved as a permanent rule.</p> <p>16 So that was in the collective judgment of all the</p> <p>17 stakeholders and the agency, 6 to 12 feet was where</p> <p>18 they settled on being an effective distance.</p> <p>19 Q And you may not know this. So why the change?</p> <p>20 MR. KAWSKI: Object to form.</p> <p>21 A Well, one answer is because that's the choice that</p> <p>22 the Legislature made, and unfortunately, sometimes</p> <p>23 that's the only answer we can give --</p> <p>24 Q Okay.</p> <p>25 A -- to people. What we heard in the discussion, the</p> <p style="text-align: right;">67</p>
<p>1 change in an observer having the right to hear the</p> <p>2 name of the voter and the voter's address?</p> <p>3 A No, that was always --</p> <p>4 Q That was always the case?</p> <p>5 A That was always the case, yes.</p> <p>6 Q With respect to the change from where the GAB had</p> <p>7 said it and now the new change of three to eight</p> <p>8 feet, what, if you know, is the purpose? What's --</p> <p>9 how does it make for a more efficient election</p> <p>10 process?</p> <p>11 MR. KAWSKI: Object to the form.</p> <p>12 A I don't know if it makes the election process more or</p> <p>13 less efficient. I think the thought behind the</p> <p>14 administrative rule and I believe behind the statute</p> <p>15 is to provide an area where individuals can both see</p> <p>16 and hear what's going on and the interaction between</p> <p>17 election inspectors and voters.</p> <p>18 There are some limitations on that, on what they</p> <p>19 have a right to see and hear and challenge, but I</p> <p>20 think the thought was to come up with some parameters</p> <p>21 where clerks or chief inspectors could not make the</p> <p>22 distance so far away that it affected the right under</p> <p>23 the statutes to be able to observe the public aspects</p> <p>24 of the voting process and to try to reach a balance</p> <p>25 where election observers did not interfere with the</p> <p style="text-align: right;">66</p>	<p>1 debate is -- and what we have heard directly from</p> <p>2 some observers is that in their opinion, six feet was</p> <p>3 not close enough for them to effectively observe the</p> <p>4 voting process. Or sometimes to hear. Sometimes</p> <p>5 voters may not speak loud enough to be heard,</p> <p>6 especially in a crowded polling place, and some</p> <p>7 observers felt they needed to be closer to the</p> <p>8 process.</p> <p>9 Q So I guess I'm -- and I'm drawing on your expertise</p> <p>10 here, but what's the purpose of the observer? Like</p> <p>11 what is -- what I mean is so I go down a few blocks</p> <p>12 from my house, there's a garage, there are three</p> <p>13 people in it. I come in, I walk in, I get a -- they</p> <p>14 take my name, I sign it. They give me the bunch of</p> <p>15 papers, because it's California, you have 1,001</p> <p>16 initiatives, and then I get it, I go behind this like</p> <p>17 a lean-to thing, I do my thing, and then I take it</p> <p>18 and I slip it into the machine. There's never</p> <p>19 anybody around.</p> <p>20 I mean what's the purpose of observers? What</p> <p>21 is -- I guess my question is what is it they're</p> <p>22 observing?</p> <p>23 MR. KAWSKI: Object to form.</p> <p>24 A I think there are two general areas that I think of.</p> <p>25 One is people or organizations may generally be</p> <p style="text-align: right;">68</p>

1 interested in the election process and they may want  
2 to be there and consider themselves to be sort of  
3 observers but sort of guardians to make sure  
4 everything is being done properly and to be able to  
5 document.

6 And as I said, it's a right that the statutes  
7 provide, and in elections we are always preaching  
8 that transparency is better. And so having members  
9 of the public there lends a certain level of  
10 confidence and having the ability to observe itself  
11 lends some confidence that the process is transparent  
12 and that the procedures are being followed. And as  
13 we get -- as election procedures and laws have become  
14 more complicated and specific, there are more steps  
15 to the process and some people just have an interest  
16 in making sure that it is done correctly.

17 The second, I think, general category is you  
18 have campaign organizations that are interested in  
19 sending observers and they are specifically tracking  
20 who votes, who checks in to vote so that they can  
21 come up with their list of people who voted and then  
22 they can convey that information to those campaigns  
23 because that's going to affect their get out to vote  
24 effort later in the day, so they're not spending time  
25 and resources contacting voters who have already

69

1 voted.  
2 Q Is there a conflict between what an observer wants to  
3 do and a person's right of privacy?

4 MR. KAWSKI: Object to form.

5 A There can be, which I think is sort of embedded in  
6 the statutes, the right to a private ballot and the  
7 right of the public to observe. Now, the observers  
8 cannot go into the voting booth. They cannot observe  
9 how a ballot is being marked, and that has -- we have  
10 always kept that as a priority and tried to train and  
11 communicate to election observers that there's a  
12 limit to what they can observe.

13 Q And they're not supposed to talk to the voters?

14 A Correct.

15 Q But you've had complaints in some situations where  
16 some have, right?

17 A Yes.

18 Q And does the GAB have the ability to discipline that  
19 observer who's broken the rules?

20 A The GAB does not. The local election inspectors can  
21 take actions to have that person removed if they do  
22 not follow a lawful order of the chief inspector.

23 Q And there were some issues, weren't there, about  
24 taking photos, observers taking photos of people in  
25 the polling place?

70

1 MR. KAWSKI: Object to form.

2 Q Do you recall that?

3 A Well, there's been an issue about whether or not  
4 cameras are allowed at the polling place, and the  
5 administrative rule prohibited cameras, but that  
6 directive of the GAB has been questioned by some and  
7 is -- and I don't recall specifically if we've had  
8 complaints or instances of observers taking photos.

9 With cell phone cameras, it's hard to tell if  
10 sometimes there's video or photos being taken. But  
11 it's certainly one of the issues that we highlight  
12 when we train and talk about rules for election  
13 observers.

14 Q And why is it a rule that cameras are not allowed?  
15 What's the thinking of the GAB?

16 MR. KAWSKI: Object to form.

17 A I think the basic thinking is that having cameras --  
18 allowing cameras at the polling place risks causing a  
19 disruption to voters or to election inspectors and  
20 cameras are allowed for the media. And having one  
21 observer using a camera might not be disruptive, but  
22 then you've opened it up to possibly a whole bank of  
23 observers pointing cameras at voters and that in some  
24 voters' minds tends to be a distraction or a  
25 disruption, and our focus is trying to protect the

71

1 process without either voters or election inspectors  
2 being distractive or disruptive.

3 Q You said that the rules for the voting have become  
4 more complicated and specific. In your opinion, your  
5 knowledge and experience, has that had an impact on  
6 people's ability to vote?

7 MR. KAWSKI: Object to form.

8 A I just don't know.

9 Q Does the GAB keep track after a new election law is  
10 implemented about whether or not it has an impact on  
11 voter turnout?

12 A No.

13 Q Has the GAB commissioned or done any studies about  
14 whether or not any of these changes in the voting  
15 laws since 2011 have had any impact on voter turnout?

16 A No, we have not.

17 Q Does the GAB keep any information about the  
18 demographics of voters in turnouts, like who shows up  
19 at the polls to vote?

20 A We do not. You know, individual voter participation  
21 is recorded in the voter registration system. But we  
22 don't go back and calculate what percentage of the  
23 turnout was a certain age group. And the only  
24 demographics we have in the voter registration system  
25 are the gender and the age of the voter and their

72

<p>1 residence. So we don't have access to any other</p> <p>2 demographic data about who's participated.</p> <p>3 Q So is there no way for the GAB to know whether or not</p> <p>4 these laws have had an impact on voter turnout since</p> <p>5 2011?</p> <p>6 MR. KAWSKI: Object to form.</p> <p>7 A Well, there may possibly be some way. There hasn't</p> <p>8 really been any effort to try to determine that,</p> <p>9 whether there's been an impact.</p> <p>10 Q Why not?</p> <p>11 A Pardon?</p> <p>12 Q Why not, not the jurisdiction of the GAB to --</p> <p>13 A Right.</p> <p>14 MR. KAWSKI: Object to form.</p> <p>15 Q -- determine on no voter impact -- I mean voter</p> <p>16 turnout?</p> <p>17 MR. KAWSKI: Sorry. Object to form.</p> <p>18 A Well, I think it's -- a couple of things. It's not</p> <p>19 something we've been directed or asked to do. We</p> <p>20 have over 150 specific statutory directives that our</p> <p>21 agency is responsible for. So usually we have plenty</p> <p>22 on our plate without trying to initiate projects that</p> <p>23 we're not directly responsible for.</p> <p>24 Q Do you know whether the change from the distance that</p> <p>25 is now three to eight feet, whether that has caused</p> <p>73</p>	<p>1 attention to on Election Day, but it's a profession</p> <p>2 and so we have good staff who tries to stay in tune</p> <p>3 with what's going on around the country.</p> <p>4 Sometimes the campaigns are focusing on specific</p> <p>5 tactics that we become aware of and we say, okay, how</p> <p>6 is this going to impact election officials, in turn</p> <p>7 how is it going to impact the process at the polls.</p> <p>8 So I think just in general it's being aware of what's</p> <p>9 happening on the ground, and fortunately, we have</p> <p>10 this network of all of the local clerks who keep us</p> <p>11 pretty informed about what's happening individually</p> <p>12 or collectively or if they think that we're on base</p> <p>13 or off target with what we expect to happen.</p> <p>14 Q So is there -- so if a clerk complains about voter</p> <p>15 confusion, if they're confused about the photo ID,</p> <p>16 that they've come in and someone's complained or</p> <p>17 someone didn't feel like they could vote or they</p> <p>18 didn't know what to bring, is that something for the</p> <p>19 clerk to deal with at the threshold level and then</p> <p>20 communicate to you? Like how does it work in real</p> <p>21 time?</p> <p>22 MR. KAWSKI: Object to form.</p> <p>23 A Well, usually clerks are interested, if they can, in</p> <p>24 trying to resolve the problem as soon as possible.</p> <p>25 And sometimes they don't know the answer and so they</p> <p>75</p>
<p>1 more disruption with respect to observers since</p> <p>2 there's been that change in the law?</p> <p>3 MR. KAWSKI: Object to form.</p> <p>4 A I don't know if it's caused more disruption. I think</p> <p>5 the -- I just don't know if it's caused more -- how</p> <p>6 to measure whether it's caused more or less</p> <p>7 disruption.</p> <p>8 Q How do you know -- how does the GAB know if</p> <p>9 something's an issue for the board? In other words,</p> <p>10 you've testified that people have opinions, you've</p> <p>11 testified there have been complaints, but how do you</p> <p>12 know when there's a problem, a real problem --</p> <p>13 MR. KAWSKI: Object to form.</p> <p>14 Q -- that's going to impact voters?</p> <p>15 MR. KAWSKI: Object to form.</p> <p>16 A You know, I think it's just generally having our</p> <p>17 antennas up to pay attention to what clerks are</p> <p>18 telling us, using our collective experience in the</p> <p>19 field to try to anticipate what problems might arise,</p> <p>20 and sometimes we're right and sometimes we're wrong.</p> <p>21 And then just hearing the phone calls and emails that</p> <p>22 we get.</p> <p>23 You know, sometimes if there is a high turnout</p> <p>24 during the in-person absentee voting process, that</p> <p>25 might give us some signals about something to pay</p> <p>74</p>	<p>1 contact us and we try to assist. And as I said,</p> <p>2 sometimes it's after the fact where we may be</p> <p>3 talking -- we may get a phone call from a clerk to</p> <p>4 talk about a communication we sent out, for example,</p> <p>5 and in that phone conversation, it might lead to what</p> <p>6 else is happening at the local level, what are you</p> <p>7 seeing and what are you hearing out there.</p> <p>8 I've tried to make it a practice before major</p> <p>9 elections to sit down with a list of maybe the 50</p> <p>10 largest municipalities and check in with those clerks</p> <p>11 and say what are you hearing, what are you expecting,</p> <p>12 do you feel like your election inspectors are</p> <p>13 prepared and your voters are prepared.</p> <p>14 So we might hear about it as it's going on. If</p> <p>15 we're asked to try to solve the problem, then we may</p> <p>16 just hear about it after the fact. And as I said, we</p> <p>17 also read about things in the paper. Sometimes we'll</p> <p>18 get calls from a district attorney, too, about a</p> <p>19 question about the election laws or something that</p> <p>20 they've been asked to look into.</p> <p>21 MS. WILSON: We have to change the</p> <p>22 tape.</p> <p>23 THE VIDEOGRAPHER: The time is 11:06.</p> <p>24 We are off the record concluding Media No. 1 of</p> <p>25 the deposition of Michael Haas.</p> <p>76</p>

1 (Short recess is taken)	1 that?
2 THE VIDEOGRAPHER: The time is 11:16.	2 A Yes.
3 This is the beginning of Media No. 2 in the	3 Q And it says, "Our staff will be reviewing this
4 deposition of Michael Haas. We are on the	4 proposal to evaluate its impact upon current election
5 record.	5 procedures." Do you see that?
6 Q Mr. Haas, you testified in the Walker case in	6 A Yes.
7 November 2013, correct?	7 Q Was that done?
8 A Yes.	8 A Well, I believe we would have reviewed it. I don't
9 Q And you've submitted a declaration in this case,	9 know if that review resulted in any subsequent
10 correct?	10 communications. It would have depended on what
11 A Yes.	11 happened with the legislation.
12 Q Have you testified in any other proceedings? And I'm	12 Q And do you know what happened with the legislation?
13 not talking about legislative. I mean legal.	13 A I do not. I believe ultimately this looks like it
14 A With the GAB?	14 was -- I believe this legislation ultimately did not
15 Q Yes.	15 pass.
16 A No.	16 Q Did you understand that this -- let me withdraw that.
17 Q Any other depositions, whether as a staff attorney or	17 You can put that aside. This is Exhibit 40.
18 as in your current position?	18 (Exhibit 40 is marked for identification)
19 A The deposition in the other -- there was a deposition	19 Q Take a look at that. Let me know when you're
20 in the other lawsuit, yes.	20 finished.
21 Q Anything other than the deposition today, the one	21 A Okay.
22 before and the testimony in November?	22 Q Have you seen this document before?
23 A No.	23 A Yes.
24 Q I'm going to mark the next exhibit, No. 39.	24 Q Can you tell me what it is?
25 Mr. Haas, take a look at it. Let me know when you're	25 A It's a copy of testimony that I provided to a
77	79
1 ready.	1 legislative committee. It appears to be on
2 (Exhibit 39 is marked for identification)	2 January 23rd, 2014.
3 A Okay.	3 Q And do you see where it says under Assembly Bill 603,
4 Q Have you seen this document before, Exhibit 39?	4 the last -- second to last sentence, "The voter
5 A Yes.	5 cannot surrender their identifying document to the
6 Q And can you tell me what it is?	6 person collecting the registration form"? Do you see
7 A It's an email chain which starts out with a	7 that sentence?
8 communication that I sent to clerks alerting them	8 A Yes.
9 that there was a significant election law bill that	9 Q What was your concern there?
10 had been introduced or at least was being circulated,	10 A So it appears that the bill would require electors to
11 it appears, by Representative Stone, and then there's	11 provide proof of residence when they were registering
12 another email from Lori Stottler, who was at the time	12 to vote and previously a proof of residence document
13 the Rock County Clerk in 2013, and she had responded	13 was not required if an individual registered to vote
14 to the general email that I had sent out to clerks.	14 prior to 20 days before an election.
15 Q And is this the type of email that when you and I	15 And the concern -- the practical administrative
16 were talking earlier that you would send out when	16 concern we raised here is that some voters register
17 there's new legislation?	17 in voter registration drives or with special
18 A It's an example of it. I was referring more to what	18 registration deputies, and it was not clear whether
19 we call clerk communications, which are memos that we	19 they needed to submit their proof of residence
20 post on our website. This looks like we framed it	20 document or whether they simply needed to display it
21 more as a direct email that went out to clerks.	21 to the special registration deputy, and we were just
22 Q And when you sent this out to clerks, is it just to	22 raising that concern for the Legislature.
23 let them know about the new legislation?	23 Q And was it something that the Legislature fixed?
24 A Yes.	24 A I do not recall whether there was a specific
25 Q And it says -- where it says dear clerks, do you see	25 amendment to change that.
78	80



<p>1 Q And if you look at the last paragraph under Assembly 2 Bill 603 on Page 2, it says, "Under current law, 3 these voters are sent a confirmation mailing. If it 4 comes back undeliverable, the voter's registration is 5 inactive" -- "inactivated." Sorry.</p> <p>6 Do you recall that being addressed in the bill?</p> <p>7 A I just do not recall whether there was a change to 8 the bill. I mean this -- this paragraph, it appears 9 that we were simply providing information about what 10 the process was. I don't know that we were 11 identifying it as a concern because that mailing is 12 part of the process and continues to be part of the 13 process.</p> <p>14 We were simply explaining what happens in order 15 to try to confirm that the voter lives at the address 16 that is stated on the registration form.</p> <p>17 Q But do you recall there being any concerns since 2011 18 about this issue of confirmation mailing?</p> <p>19 A Related to the mailing itself, I don't --</p> <p>20 Q Being undeliverable and the voter's registration is 21 inactivated?</p> <p>22 A A concern about?</p> <p>23 Q That happening to a voter.</p> <p>24 A Oh, no. I mean that's been -- that had been part of 25 the statutes and part of the process. I don't recall</p> <p style="text-align: right;">81</p>	<p>1 address some privacy concerns, but we would need to 2 train clerks who would in turn need to train their 3 poll workers that they were now only to record those 4 limited number of digits for the account or any 5 identifying number that was on the form, and that 6 would be a change.</p> <p>7 Q When there are changes, and I think we talked about 8 this earlier, to the election laws and the -- is it 9 always the case that the Legislature will give money 10 to help implement those changes, or was it just 11 exceptional in the photo voter ID circumstance?</p> <p>12 A I think that's probably an exception where there was 13 specific money allocated to implement the changes.</p> <p>14 Q So does the GAB have to make sort of strategic 15 decisions about its budget with respect to election 16 laws and how much it can train and how much it can 17 do?</p> <p>18 A We certainly have to take our budget into account. A 19 significant part of our budget is to HAVA funds, 20 which we're expecting to have through mid to late 21 2017, but that's part of the budget that is approved 22 and we certainly have to take into account what the 23 resources are that we have to produce materials and 24 communicate with clerks. But I don't know that any 25 of that -- I don't recall specific instances where a</p> <p style="text-align: right;">83</p>
<p>1 any specific concern being raised about that.</p> <p>2 Q And if you'd look at Page 3, the last sentence which 3 starts with while, do you see that?</p> <p>4 A Yes.</p> <p>5 Q While this will provide?</p> <p>6 A Yes.</p> <p>7 Q And at the end it says, "It will also create training 8 challenges for poll workers." What did you mean 9 there?</p> <p>10 A Let me review --</p> <p>11 Q Sure.</p> <p>12 A -- what we had here. I know generally what we meant, 13 but I was looking at the specific change here. It 14 looks like we were referring specifically to a 15 proposed amendment which would limit the number of 16 digits that would need to be recorded related to a 17 proof of residence document that a voter offered.</p> <p>18 So, for instance, a bank statement is going to 19 have an account number and there was some debate 20 about whether those account numbers should be 21 recorded by clerks, and we were simply stating that 22 the amendment would potentially increase privacy 23 because it would limit the number of digits to I 24 believe the last four digits of the account number, 25 and so we were simply pointing out that that may</p> <p style="text-align: right;">82</p>	<p>1 legislative change -- where we felt constrained in 2 being able to communicate the change to clerks.</p> <p>3 In other words, we didn't say, well, we cannot 4 produce an update to the manual because we don't have 5 the money to do it. Update manuals would have to be 6 produced and copied and so it's sort of a sunk cost 7 to have our staff create the manual and create any 8 updates to it.</p> <p>9 Q But it would affect, for example, possibly outreach 10 to communities or to voters if there were changes in 11 the law and there was no additional money?</p> <p>12 A Possibly, but I don't recall that that has happened. 13 I mean we have only a certain number of staff who are 14 assigned the job of going out to give presentations.</p> <p>15 So every agency would love to be able to hire 16 more staff, to be able to duplicate that, and so we 17 have to make decisions about where meetings are 18 located throughout the state and how many people we 19 expect and the type of audience.</p> <p>20 So I think in general, we've taken the approach 21 that if we're going to send -- if we are going to 22 send out somebody to give a presentation in person, 23 ideally we would like it to be an audience of people 24 who have the capability to spread the word, as I 25 said, maybe representatives of organizations who are</p> <p style="text-align: right;">84</p>

<p>1 active and also that it be essentially an event</p> <p>2 that's going to be worth the trip.</p> <p>3 If we're going to have somebody on the road all</p> <p>4 day, we prefer to have them speaking to an audience</p> <p>5 that's large enough to make the trip worth the time.</p> <p>6 And, you know, just also based on other priorities,</p> <p>7 we probably -- we may have declined some invitations</p> <p>8 just because of other priorities that are going on in</p> <p>9 the office.</p> <p>10 So I think in general budget constraints are</p> <p>11 always an issue, but I don't think it's had -- I</p> <p>12 think within that framework, I don't think we have</p> <p>13 said we can't send somebody to this location because</p> <p>14 we don't have the funds to pay for that trip.</p> <p>15 Q So even though there have been a number of laws</p> <p>16 since -- election law changes since 2011, it's had --</p> <p>17 are you saying it's had no real impact on your budget</p> <p>18 or your ability to do what you need to do in terms of</p> <p>19 implementing the law?</p> <p>20 A Well, you know, the question is compared to what.</p> <p>21 Compared to having a budget twice the size where we</p> <p>22 would be able to send out five people to focus on a</p> <p>23 region of the state and be more aggressive in</p> <p>24 soliciting, there's always more that can be done.</p> <p>25 I think relative to what had been done in the</p> <p style="text-align: right;">85</p>	<p>1 A To my recollection, I believe it is. The change to</p> <p>2 transition to new agencies has some funding aspects</p> <p>3 to it, but I don't think it is to increase the</p> <p>4 budget. It's simply to accommodate -- essentially</p> <p>5 separating the agency into two separate agencies and</p> <p>6 determining the salary range for specific positions</p> <p>7 and what piece of our current budget goes to which</p> <p>8 agency. But as far as funding a change in</p> <p>9 legislation, an election legislation, I think the</p> <p>10 photo ID law is the only one I can recall.</p> <p>11 Q I hand you what's going to be Exhibit 41.</p> <p>12 (Exhibit 41 is marked for identification)</p> <p>13 Q Take a look and let me know when you've had a chance</p> <p>14 to look at it.</p> <p>15 A Okay.</p> <p>16 Q Have you seen this document before?</p> <p>17 A Yes.</p> <p>18 Q And can you tell me what it is, please?</p> <p>19 A It's an email from Nathaniel Robinson, who is my</p> <p>20 predecessor as the elections division administrator,</p> <p>21 and it's an email to a handful of elections division</p> <p>22 staff as well as two staff attorneys, including me,</p> <p>23 from -- dated November 3rd, 2008 and it appears to be</p> <p>24 an email in which Mr. Robinson has provided a list of</p> <p>25 examples of concerns from voters and clerks and the</p> <p style="text-align: right;">87</p>
<p>1 past, it's -- obviously it's a state agency and every</p> <p>2 budget cycle we get directions about -- general</p> <p>3 directions about the budget and whether it can be</p> <p>4 increased or not increased. So that has to affect</p> <p>5 the amount and what we can do.</p> <p>6 Q The money that was allocated for the photo voter ID</p> <p>7 provision, was that all spent for that provision or</p> <p>8 was it spent elsewhere?</p> <p>9 A Well, I don't know the complete answer to that</p> <p>10 because of the back and forth with the law being in</p> <p>11 effect and not being in effect and the budget</p> <p>12 instructions we had. I believe that some of the</p> <p>13 funds that were dedicated to additional staff were</p> <p>14 not ultimately spent. They might have been -- right</p> <p>15 now I'm speculating a bit because I know that there</p> <p>16 were -- I was not involved.</p> <p>17 I was with all the budget discussions, but there</p> <p>18 may have been some of those funds that ended up being</p> <p>19 lapsed back at the end of a budget year. And right</p> <p>20 now, I think I just recently saw that we still have</p> <p>21 some funds that were designated as photo ID funds</p> <p>22 that we are still spending at this point.</p> <p>23 Q Since 2011, has that been the only time the</p> <p>24 Legislature has funded a change in the election laws?</p> <p>25 MR. KAWSKI: Object to form.</p> <p style="text-align: right;">86</p>	<p>1 public that he had documented starting around</p> <p>2 October 1, 2008, and he's requesting feedback from</p> <p>3 the elections division staff.</p> <p>4 Q Now, do you recall whether you gave specific</p> <p>5 feedback?</p> <p>6 A I do not recall that.</p> <p>7 Q And he says, "Please add this running list of</p> <p>8 examples."</p> <p>9 Do you recall that there's a list somewhere of</p> <p>10 examples of voter/clerk/public concerns?</p> <p>11 A I don't recall specifically whether there was a list.</p> <p>12 And I don't know if he meant that as there's a</p> <p>13 specific list that somebody has custody of or if this</p> <p>14 was just sort of a collective list.</p> <p>15 This was shortly after I had started with the</p> <p>16 agency and so I would have been really not as</p> <p>17 familiar with these topics as most of the other</p> <p>18 people that the email was sent to.</p> <p>19 Q And you would say that now in 2016 you're much more</p> <p>20 familiar, correct?</p> <p>21 A Yes, yes.</p> <p>22 Q Okay. On this, are there any in your knowledge and</p> <p>23 experience, are there any of the items on this list</p> <p>24 that still exist today that are examples of</p> <p>25 voter/clerk/public concerns about the election laws?</p> <p style="text-align: right;">88</p>

<p>1 MR. KAWSKI: Object to form.</p> <p>2 A I would say yes.</p> <p>3 Q And which ones would you say?</p> <p>4 A Well, going down the list, he's documenting that</p> <p>5 these were concerns related -- relate to us, not</p> <p>6 necessarily concerns of the staff. So the perception</p> <p>7 of widespread voter fraud, I think some people still</p> <p>8 have that perception. Whether or not it is true,</p> <p>9 that's still a perception that is conveyed to us</p> <p>10 occasionally.</p> <p>11 There's still confusion between early voting and</p> <p>12 absentee balloting, although I'm not sure that that</p> <p>13 has a real impact on voters. It's a little bit of a</p> <p>14 technical distinction that's more important for</p> <p>15 clerks.</p> <p>16 Q What do you mean?</p> <p>17 A Well, the way -- the GAB completed a study for the</p> <p>18 Legislature about whether or not Wisconsin should</p> <p>19 adopt early voting, that was shortly after I had</p> <p>20 started with the agency, and the distinction we made</p> <p>21 between early voting and what Wisconsin has, which we</p> <p>22 call in-person absentee balloting, is that with early</p> <p>23 voting, those ballots are cast and tabulated prior to</p> <p>24 Election Day. And with in-person absentee balloting,</p> <p>25 the ballots are simply marked and submitted by the</p> <p style="text-align: right;">89</p>	<p>1 Q Have you ever seen any studies that say that early</p> <p>2 voting actually helps voter turnout?</p> <p>3 A I think I've seen some studies or commentary</p> <p>4 suggesting that it does and others suggesting that it</p> <p>5 may not have an impact that could be measured on</p> <p>6 overall turnout.</p> <p>7 Q And at that time did the GAB form any conclusion</p> <p>8 about early voting, or were you just reporting on</p> <p>9 what it would mean in terms of implementing?</p> <p>10 A I believe our board based on the recommendations of</p> <p>11 the staff, that the board did go on record supporting</p> <p>12 early voting. There wasn't any specific bill.</p> <p>13 There were specific changes that were</p> <p>14 recommended in the report that the board at the time</p> <p>15 did not agree with the staff on and was not prepared</p> <p>16 to adopt and so I think -- I believe my recollection</p> <p>17 is that we communicated to the Legislature this is</p> <p>18 the action that our board took on the study and just</p> <p>19 provided that to the Legislature for their</p> <p>20 consideration.</p> <p>21 Q But the GAB did recommend early voting?</p> <p>22 A I believe it did. I'm not 100 percent certain, but I</p> <p>23 believe that it did recommend early voting, and the</p> <p>24 challenge was administratively how to change the</p> <p>25 statutes and then change the process.</p> <p style="text-align: right;">91</p>
<p>1 voters and then the clerk -- the municipal clerk</p> <p>2 collects them, transports them to the polling place</p> <p>3 or another location on Election Day and that's when</p> <p>4 those ballots are counted.</p> <p>5 So early voting was sort of a hot topic around</p> <p>6 that time. There was some policymakers that were</p> <p>7 encouraging the Legislature to change the law to</p> <p>8 authorize early voting and so we did a fairly</p> <p>9 significant study to give the Legislature information</p> <p>10 about what that would mean and what changes to the</p> <p>11 law would need to take place.</p> <p>12 Q And what conclusions did you come up to -- come up</p> <p>13 with?</p> <p>14 A I think what's -- my recollection is that the</p> <p>15 proposal or the study was presented to our board and</p> <p>16 received pretty significant public feedback, which we</p> <p>17 tried to incorporate into the report, and then the</p> <p>18 board at that time adopted a number of</p> <p>19 recommendations to the Legislature and then we</p> <p>20 forwarded that to the Legislature. The end result</p> <p>21 was that early voting was not adopted.</p> <p>22 I don't recall if there was even a bill</p> <p>23 introduced for it, but it took a significant amount</p> <p>24 of time and attention by the staff and by the board</p> <p>25 to research that.</p> <p style="text-align: right;">90</p>	<p>1 Q And do you recall why it was a positive</p> <p>2 recommendation for early voting?</p> <p>3 A Well, our board is six -- it's a six-member board.</p> <p>4 They're former judges, and they might have all had</p> <p>5 different reasons.</p> <p>6 I think administratively one of the reasons that</p> <p>7 the staff would have recommended pursuing early</p> <p>8 voting is that processing a large quantity of</p> <p>9 absentee ballots on Election Day for some locations</p> <p>10 is a challenge, and they have to insert those ballots</p> <p>11 into the voting equipment either at slow times during</p> <p>12 the day or after voting hours are over, and we were</p> <p>13 trying to explore ways where that part of the job</p> <p>14 could be done before Election Day.</p> <p>15 Q Does a high amount of in-person absentee ballots lead</p> <p>16 to any delays?</p> <p>17 A Well, there's -- you mean delays on Election Day</p> <p>18 or --</p> <p>19 Q Election Day, yeah. Getting the results or anything</p> <p>20 like that.</p> <p>21 A Well, it's hard to tell. The delay -- I mean what</p> <p>22 has happened it seems like for high turn-out</p> <p>23 elections, because of the demand for early voting and</p> <p>24 it's promoted more and more by campaigns, we tend to</p> <p>25 sometimes see larger lines at the in-person absentee</p> <p style="text-align: right;">92</p>

1 voting before Election Day and that relieves some of  
2 the crowd on Election Day itself.

3 We've heard stories of in-person absentee voting  
4 specifically here in Madison or Milwaukee where  
5 people would stand in line for maybe an hour to cast  
6 their ballot and then on Election Day the lines are  
7 much shorter. But some voters seem to feel that it's  
8 more convenient for them because they can choose the  
9 time where they can stand in line. So I don't know  
10 that it's necessarily created delays. In some cases  
11 it might have made the voting process go more quickly  
12 on Election Day.

13 Q And in some cases, as you've described, there have  
14 been delays -- well, I should say long lines, that's  
15 what you said.

16 A Long lines during the in-person absentee voting, yes.  
17 I think also, though, that clerks are -- it's a  
18 continual process of learning from one election cycle  
19 to the next.

20 So I think clerks in Wisconsin who have been  
21 involved in it a while have also become better at  
22 preparing for lines during in-person absentee voting  
23 and made adjustments to make it go more quickly.

24 Q It's not -- just a question. It's not high turnout  
25 because it's a presidential election, right? I mean

93

1 even presidential elections may not be a high  
2 turnout, is that right?

3 A Well, presidential elections in general tend to get  
4 the highest turnout of the four-year cycle. But it  
5 depends so much on candidates and what people are  
6 interested in.

7 You know, we had a pretty high turnout for the  
8 special elections involving the recalls. But in  
9 general, I think we can count on the turnout being  
10 the highest in -- at the November general election,  
11 whether it's a presidential election or a  
12 gubernatorial election in the off years, and then  
13 generally speaking, the two spring elections are  
14 lower turnout and sometimes there is not a statewide  
15 office on the ballot for the spring election and so  
16 that would tend to be even lower turnout.

17 Q Was the 2008 and 2012 presidential election the  
18 highest turnout in Wisconsin?

19 A You mean during that year or --

20 Q During the 2008, let's start with that one.

21 A The highest turnout compared to the other  
22 elections -- well, compared to the other elections  
23 occurred in those years, yes, that would have been  
24 the highest turnout.

25 Q And did 2012 beat 2008 presidential election turnout?

94

1 A I believe it did. I think we were a little over  
2 three million -- you know, the 2008 election stuck in  
3 my mind because we were focused on the numbers for  
4 the early voting study and because we participated in  
5 a program with the State of Minnesota and I recall  
6 each state having roughly 2.8 or 2.9 million voters,  
7 and I think since then it's crept up over three  
8 million.

9 Q Did you ever speak to any legislators about why the  
10 early voting wasn't adopted?

11 A I did not, no.

12 Q Has there been -- how long has Wisconsin had  
13 in-person absentee ballot?

14 A Quite a while. I don't know specifically how long.

15 Q And you were going down the list to see what's still  
16 current today.

17 A Sure. So concerns about voters not receiving  
18 absentee ballots after requesting them, my perception  
19 is that that is not a significant concern at this  
20 point, that we do not receive a lot of complaints  
21 about that. And in election administration, there  
22 are complaints that we hear a lot about and then  
23 there are complaints that might be an individual  
24 complaint, but they are very important to that  
25 individual voter.

95

1 And so I think some of what Mr. Robinson has  
2 conveyed here, whether or not we receive a lot of  
3 complaints, when we receive a complaint about a voter  
4 not receiving an absentee ballot, we take it pretty  
5 seriously because it's obviously affecting that  
6 person's right to vote.

7 Large crowds of voters standing in line to cast  
8 absentee ballots, you know, again I think that to me,  
9 2008 sticks out as an election where clerks were  
10 maybe not as prepared for the turnout for in-person  
11 absentee voting as they have been in the future. And  
12 so while that still might occur, I don't think it's  
13 something that we hear as frequently now.

14 There's a concern about handicapped voters who  
15 are not able to vote on voting systems, that still  
16 comes up. We have a pretty aggressive program for  
17 accessibility at the polling place and so I think  
18 that there are more polling places that are prepared  
19 to assist voters who have disabilities.

20 Q Is that curbside voting, or is that something else?

21 A Well, it's something else. I think he's specifically  
22 referring here to voting equipment that -- accessible  
23 voting equipment and that sometimes voters might not  
24 be able to -- sometimes we've heard concerns that the  
25 accessible voting equipment is at the polling place,

96

1 that it may not be turned on, that its use is not  
2 promoted and some -- and that there's a perception  
3 sometimes that if it's not going to be used by a lot  
4 of people, it's -- the money that it takes to program  
5 the equipment is not worth the effort.

6 So I think again this is a concern that we might  
7 hear and if it's an individual concern, it's  
8 something that we want to try to stay on top of and  
9 try to help fix. But I think over time, the  
10 accessibility of polling places in Wisconsin has  
11 improved.

12 Provisions to accommodate handicapped voters who  
13 wait in long lines for periods of time, you know, I  
14 think that's just a general concern about laying out  
15 and structuring the polling place. To me that  
16 doesn't rank as something now that we've heard a lot  
17 about more recently.

18 Concerns about clerks closing offices to the  
19 public and not allowing residents to cast absentee  
20 ballots, I think this is something that we have  
21 addressed with clerks over the last few election  
22 cycles because there are no uniform hours for  
23 municipal clerks, it's up to them or their  
24 municipality, but we have done much more to educate  
25 clerks about the need -- the requirement that they

97

1 are available for voters on specific deadlines like  
2 the last day of in-person absentee voting or the last  
3 day of registration, that we alert them that even if  
4 you do not have your regular office hours at that  
5 time, you have to be available to accommodate voters  
6 who might want to cast ballots or you have to  
7 publicize how somebody can contact you to make an  
8 appointment or we have filing deadlines as well.

9 So I think that's something we may still hear  
10 about, but I think it's a concern that's been  
11 addressed much more effectively.

12 Voters' attire at polling place, that's not  
13 something that I've really heard about. He may be  
14 referring to electioneering and voters wearing  
15 T-shirts with candidates' names on or buttons.  
16 That's something that we try to address before every  
17 election. I think the complaints we get about that  
18 are pretty rare. We have some training tips for  
19 clerks about how to handle those situations.

20 He also lists the observer rules, and that  
21 continues to be something that is a topic for  
22 training and a topic for concerns. There are some,  
23 you know, clerks in some areas that relay stories of  
24 observers who still are testing the rules or not  
25 complying with the rules, but I think in general

98

1 overall there's been much more education about what  
2 the rules are, and election inspectors have become  
3 more skilled at enforcing those rules.

4 HAVA checks, I think that was also a hot topic  
5 in 2008 but is not really a controversial issue at  
6 this point. And then there was a lawsuit he  
7 mentioned involving the attorney general suing the  
8 Government Accountability Board. That lawsuit was  
9 dismissed, and that's also not really a current  
10 topic.

11 Q What was that suit about?

12 A That had to do with HAVA checks, what we call HAVA  
13 checks and the requirement under the HAVA law to  
14 match voters -- when a voter registers, a requirement  
15 to match the driver's license information or the  
16 Social Security number data that they list on the  
17 voter registration form with the DMV database or the  
18 Social Security database to see if that matches.

19 The attorney general had brought a lawsuit that  
20 was objecting in some way to the GAB's administration  
21 of that requirement or asking the court to try to  
22 clarify what the GAB had to do, and the board had  
23 made a determination that whether or not the HAVA  
24 check -- whether or not the two databases match  
25 exactly, that that did not impact the eligibility of

99

1 a voter, and that attracted some attention and I  
2 think the attorney general at the time had some  
3 questions about whether that was the proper  
4 interpretation of HAVA and so ended up bringing a  
5 lawsuit and the circuit court dismissed that  
6 lawsuit.

7 Q Does the GAB work with the DMV currently to make sure  
8 that either in registration or at the polls that the  
9 addresses match up?

10 A We work really closely with them because when the  
11 voter registration system was initially built, we had  
12 to come up with a system for doing that match, and  
13 so -- and that has continued to develop. And when  
14 either agency is updating its technology, there's  
15 close cooperation to make sure that that process is  
16 going to stay intact. So we work closely with the  
17 DMV.

18 Q And you work with them closely under the new voter  
19 registration, what did you call it, the CRM?

20 A Oh, right. So what we used to call SVRS, we have now  
21 labeled WisVote. It's still the statewide voter  
22 registration system. Right, so we worked closely  
23 with the DMV to make sure that that process stayed  
24 intact with the new voter registration system.

25 So that's a requirement after somebody

100

1 registers. So if there's a registration, I think you  
2 asked about on Election Day, I mean that's a process  
3 that occurs -- it doesn't occur instantly. There are  
4 nightly batches of data that are submitted to DMV.  
5 So it's not something that would affect the voter at  
6 the polling place.

7 Q Has GAB had any issues with DMV with respect to their  
8 responsiveness to issuing, for example, non-license  
9 IDs?

10 MR. KAWSKI: Object to form.

11 A Oh, the state IDs?

12 Q Non-driver IDs, yeah, state IDs.

13 A Could you repeat the question?

14 Q Is the GAB aware of any issues with respect to the  
15 DMV and issuing non-driver IDs --

16 MR. KAWSKI: Object to form.

17 Q -- that voters can use at the ballot box?

18 MR. KAWSKI: Sorry, object to form.

19 A The concerns I think that we heard expressed I think  
20 are not specific to the state ID versus the driver's  
21 license. There have been more general concerns about  
22 availability of the DMV or to process for obtaining  
23 either driver's license or state ID.

24 Q What do you mean by both of those? What do you mean  
25 by the availability first?

101

1 A Just the variety of DMV branches and the office hours  
2 that they might have, the proximity to people who  
3 might use that branch and because my understanding is  
4 a number of those branches are not open 40 hours a  
5 week, I think it's something that the DMV has tried  
6 to address specifically with relation to the photo ID  
7 law.

8 So that was one concern that was expressed and  
9 then just questions initially about individuals  
10 trying to obtain a photo ID and how smoothly that  
11 process would go or would not go at a particular  
12 branch and so we've had quite a bit of contact with  
13 the DMV, basically a direct line between the two  
14 agencies to resolve any problems.

15 If we become aware of an individual who has  
16 tried to obtain an ID and has run into a roadblock,  
17 we have a higher level contact at DMV who will then  
18 reach out to that branch and try to get it  
19 resolved.

20 Q And what have been the types of roadblocks that  
21 you've heard about?

22 A I think, you know, just initially in the  
23 implementation of the law ensuring that the DMV line  
24 staff understood what the law was and what was  
25 required and that people were treated consistently

102

1 and properly through that process. And so since the  
2 revision after the court cases with the petition  
3 process that's been put in place, also fielding  
4 questions about how that works and whether again the  
5 line staff or the supervisor at the DMV is handling  
6 applications appropriately.

7 Q Well, what do you mean when you say people being  
8 treated consistently?

9 A I guess I would compare it to, you know, our training  
10 of local clerks, the DMV needed to train all of their  
11 line staff in something new, and whether or not  
12 somebody was turned away for getting a driver's  
13 license or a state ID in the past, that didn't affect  
14 their ability to vote.

15 And so whether they were changing their process  
16 or not understanding the law, we would tend to hear  
17 about it because there would be a problem, and I  
18 think that in some cases the DMV would find that  
19 their staff maybe was either not applying the law  
20 properly or maybe applying the standard that was too  
21 strict in order to issue a driver's license or a  
22 state ID. And so the DMV just used similar efforts I  
23 think to try to make sure that their training was  
24 consistent throughout the state and that the law was  
25 administered consistently.

103

1 Q Was the DMV considered a bit of a roadblock to people  
2 getting state-issued IDs?

3 A By whom?

4 Q By the people who couldn't get state-issued IDs.

5 A I don't know. I assume if somebody had that kind of  
6 result and they were at the DMV that they would place  
7 some responsibility on the DMV for not being able to  
8 get it. But I don't have any way to judge whether or  
9 not that would be an accurate conclusion.

10 Q Right. But you heard about this, about this being an  
11 issue, right? So it came to your attention?

12 A We heard about problems, but sometimes it was not --  
13 they were not problems that could be, you know, laid  
14 at the foot of the DMV. It might be that the voter  
15 did not bring all the documentation that they had or  
16 was not prepared and there had to be some education  
17 with the voter to make sure that they brought the  
18 right documentation.

19 And in some cases where there was incorrect  
20 information given out by DMV staff, again as I said,  
21 the state level DMV staff would reach out to that  
22 branch and we would identify issues, let them know  
23 who the individual was and they would always follow  
24 up with us and let us know whether or not the problem  
25 got resolved or not.

104



<p>1 Q But there's no way of telling the number of people 2 who were turned away from the DMV who just didn't 3 bother, right -- 4 A Not that I'm aware of. 5 Q -- to come back? 6 A Right. I don't know if the DMV kept any such 7 statistics. 8 Q Let me show you the next document. You also used the 9 word appropriately. What did you mean by that? 10 MR. KAWSKI: Object to form. 11 Q You said the DMV was -- 12 MS. WILSON: Can you read back that 13 place? 14 (Reporter reads back previous answer) 15 Q And what did you mean by handling applications 16 appropriately? 17 A Again this is all based on sort of anecdotes and 18 complaints that we heard in some cases but making 19 sure just in general that the law was being followed 20 and if the individual brought in the documentation 21 that the law required, that it would result in a 22 driver's license or ID being issued, and there was 23 some specific cases where that was a question and 24 because again the DMV has branches throughout the 25 state, one supervisor, you know, might have decided,</p> <p style="text-align: right;">105</p>	<p>1 A Sarah is -- her title is SVRS functional lead. So 2 the best way for me to describe her position is she 3 is really kind of the connection between the IT work 4 and the program staff and interpreting how the 5 election laws need to be implemented in SVRS and 6 that -- in the statewide voter registration system, 7 and so she has a technical background, but she also 8 has a handle on what we call the election 9 administration rules. 10 Q And do you see the fourth paragraph, it starts with 11 I've had voters? 12 A Yes. 13 Q "Express confusion because they are looking for 14 information about 'early voting' and don't see those 15 words. One guy said he didn't want to vote absentee, 16 he wanted to vote early". 17 Did you have any discussions with either -- with 18 anyone at GAB about there still being some confusion 19 about "early voting"? 20 A I'm sure I did. 21 Q And this confusion is still going on in October 2012, 22 right? 23 A I think there are -- some people, whether or not they 24 were confused, some people still use the term early 25 voting and they may not be aware of the distinction</p> <p style="text-align: right;">107</p>
<p>1 yeah, the documentation is correct and in another 2 location that it was not correct. And so the goal 3 was to try to make sure that it was both accurate and 4 that it was consistent throughout the state. 5 Q I show you, what, Exhibit 42. And, Mr. Haas, take a 6 look at that and let me know when you're done. 7 (Exhibit 42 is marked for identification) 8 A Okay. 9 Q And have you seen this document before? 10 A Yes. 11 Q And you are -- that's you in the to line, right? 12 A Yes, as one of the individuals that both the emails 13 was addressed to. 14 Q And the top email is dated 10-5, 2012, right? 15 A Right. 16 Q What position does Reid hold, Reid Magney? 17 A Reid Magney is our public information officer, and 18 part of that is he's really in charge of our main 19 website. 20 Q And is this the My Vote Wisconsin website or the GAB 21 website? 22 A Reid is responsible for maintaining the GAB website, 23 but he does get involved in also how the My Vote 24 Wisconsin website is presented. 25 Q And what is Sarah's position?</p> <p style="text-align: right;">106</p>	<p>1 that we make between early voting and in-person 2 absentee voting, and it's always a temptation for our 3 staff and for clerks just for shorthand to say early 4 voting as voting that occurs early prior to the 5 election, and the distinction is probably lost on 6 most people that the ballot isn't actually counted 7 early. 8 So in some cases we might be -- by trying to 9 distinguish between the terms, we might be creating 10 confusion that the voter wasn't even aware was there 11 because they are equating early voting with what the 12 actual in-person absentee process is. 13 Q And so do you recall if anything was -- because Reid 14 says the voters who are expressing confusion don't 15 see the words. 16 A Yeah. 17 Q Do you know if those words were added to the website 18 or if any additional information was added to the 19 website during this time? 20 A I'm pretty sure it was not because we've been pretty 21 adamant because of that distinction in not calling it 22 early voting. In some cases we've tried to explain 23 that distinction, but I think we've tried to stay 24 away from using that term. 25 Q But in other jurisdictions, right, absentee voting is</p> <p style="text-align: right;">108</p>

<p>1 done by mail? You get your absentee ballot, you mail</p> <p>2 it in. Doesn't that in itself cause some confusion?</p> <p>3 MR. KAWSKI: Object to form.</p> <p>4 A Does what cause confusion?</p> <p>5 Q That the -- what did you call it, in-person absentee</p> <p>6 ballot?</p> <p>7 A In person, right. So we -- Wisconsin also has</p> <p>8 absentee voting by mail, and I think the reason we</p> <p>9 try to stick with that term is because that's because</p> <p>10 the statutes call it absentee voting. There's no</p> <p>11 statute describing early voting, and the statute</p> <p>12 describes these are the ways you can request an</p> <p>13 absentee ballot by mail or in person and some voters</p> <p>14 can -- well, or you can request -- submit a request</p> <p>15 electronically.</p> <p>16 Q So in-person absentee ballot is counted later, right?</p> <p>17 A On Election Day.</p> <p>18 Q The night of the election?</p> <p>19 A Or during the day.</p> <p>20 Q During the day, okay.</p> <p>21 A The election inspectors process them as they can</p> <p>22 during the day.</p> <p>23 Q Can the result of the election happen before those</p> <p>24 ballots are counted?</p> <p>25 A No.</p> <p style="text-align: right;">109</p>	<p>1 with how aware voters are of the rules related to</p> <p>2 early voting and voter registration, and I was simply</p> <p>3 making the observation that voters tend to be more</p> <p>4 aware of what the rules are closer to major</p> <p>5 elections. It's more in the forefront of their mind,</p> <p>6 and I just thought it would be interesting to know</p> <p>7 whether the results would be similar because this</p> <p>8 poll was not taken during the time of any major</p> <p>9 election.</p> <p>10 Q So during a major election, you would expect it to be</p> <p>11 even higher?</p> <p>12 A I would hope it to be higher, yes.</p> <p>13 Q Hope it to be higher, okay. And what is Meagan's</p> <p>14 job?</p> <p>15 A So Meagan Wolfe is our -- she's an elections</p> <p>16 specialist, and she is our voter outreach specialist.</p> <p>17 So she's the primary person for giving in-person</p> <p>18 presentations to the public and voter audiences. And</p> <p>19 she also is responsible for maintaining our Facebook</p> <p>20 page and our Twitter account. She will send out</p> <p>21 messages related to elections and voting.</p> <p>22 Q The GAB tweets, huh?</p> <p>23 A Yeah, we do.</p> <p>24 Q How many followers do you have?</p> <p>25 A I don't know. We tend to get more followers around</p> <p style="text-align: right;">111</p>
<p>1 Q The next exhibit.</p> <p>2 (Exhibit 43 is marked for identification)</p> <p>3 Q Mr. Haas, look that over and let me know when you're</p> <p>4 finished.</p> <p>5 A Okay.</p> <p>6 Q And have you seen this document before?</p> <p>7 A Yes.</p> <p>8 Q And this is from you to some people at the GAB?</p> <p>9 A The initial email was from David Buerger, one of our</p> <p>10 election administration specialists, and then there</p> <p>11 is a response from me to the same group of people</p> <p>12 that he sent his email to.</p> <p>13 Q And did you write, "Thanks, David, these are good</p> <p>14 points for Reid and Meagan to keep in mind for</p> <p>15 continuing voter outreach and press releases"?</p> <p>16 A Yes.</p> <p>17 Q And you said, "It would be interesting to see if the</p> <p>18 results were much different if the poll was conducted</p> <p>19 much closer to a major election." Do you see that?</p> <p>20 A Yes.</p> <p>21 Q What did you mean by the last sentence?</p> <p>22 A Well, this, David was referring to a national poll</p> <p>23 that was conducted or at least he became aware of the</p> <p>24 results in January 2014, and it appears that the poll</p> <p>25 was conducted in September 2013, and it has to do</p> <p style="text-align: right;">110</p>	<p>1 election time.</p> <p>2 Q Put that away.</p> <p>3 A We had one board member ask the question why are we</p> <p>4 on Twitter.</p> <p>5 Q What was the response?</p> <p>6 A Well, we explained to him that that was an effective</p> <p>7 way for us to try to communicate.</p> <p>8 MS. WILSON: Are we up to 44 or 45?</p> <p>9 THE REPORTER 44.</p> <p>10 (Exhibit 44 is marked for identification)</p> <p>11 Q Take a look at this and let me know when you're done.</p> <p>12 A Okay.</p> <p>13 Q Have you seen this document before?</p> <p>14 A Yes.</p> <p>15 Q Did you have any discussions with Mr. Hein or</p> <p>16 Mr. Rossman about the subject, trouble voting in</p> <p>17 St. Francis?</p> <p>18 A I'm sure we addressed it. I don't recall a specific</p> <p>19 conversation, but Ross Hein is our election</p> <p>20 supervisor. He may have taken the initiative to</p> <p>21 reach out to the voter and the clerk. We may have</p> <p>22 had a discussion or it might have been assigned to</p> <p>23 somebody else. But this kind of email is something</p> <p>24 that we would have responded to as quickly as we</p> <p>25 could.</p> <p style="text-align: right;">112</p>

<p>1 It appears that we received it fairly early in</p> <p>2 the morning on the day of the partisan primary in</p> <p>3 August, and that would have given us time to try to</p> <p>4 address it and make sure that this voter had been</p> <p>5 taken care of and that any problem at the polls was</p> <p>6 fixed for the rest of the day.</p> <p>7 Q Does the GAB track when it solves an issue like this?</p> <p>8 A Well, something like this because it happened on</p> <p>9 Election Day would have been part of our contact</p> <p>10 activity log, and that's a spreadsheet where we would</p> <p>11 record -- I would say if this came in as a phone</p> <p>12 call, it would have been tracked.</p> <p>13 Our contact activity log, we had not required</p> <p>14 the staff to enter email inquiries into the log</p> <p>15 because we assumed that there would be some record as</p> <p>16 far as an email follow-up that we could see how it</p> <p>17 was resolved.</p> <p>18 If this had come in in a phone call, the staff</p> <p>19 person would have recorded who had called, what the</p> <p>20 problem was and then what our response was or what we</p> <p>21 did to address it.</p> <p>22 Q And Mr. Rossman, it says GAB on behalf of the GAB</p> <p>23 help desk.</p> <p>24 A Right.</p> <p>25 Q Is that one of the call people that you talked about</p> <p style="text-align: right;">113</p>	<p>1 got clarified and the policy became only -- that they</p> <p>2 were only required to record phone calls.</p> <p>3 Q Do you recall in this -- I think you called it the</p> <p>4 day of the partisan primary, were there other issues</p> <p>5 with respect to the picture ID that you can recall?</p> <p>6 A There may have been. I wouldn't be surprised if</p> <p>7 there were some isolated incidents, but I don't know</p> <p>8 for sure.</p> <p>9 Q And why do you say isolated?</p> <p>10 A Well, because we made a specific effort ever since</p> <p>11 the photo ID law was enacted to make sure we were</p> <p>12 educating clerks about what the status was. And this</p> <p>13 in particular was a time where there was legal</p> <p>14 activity related to whether or not it was going to be</p> <p>15 in effect and we kept trying to hammer away that</p> <p>16 photo ID is not in effect and so any calls that we</p> <p>17 got would have, I think, been an exception.</p> <p>18 But sometimes either the clerks did not make a</p> <p>19 point of it or maybe didn't -- or an election</p> <p>20 inspector may have forgot what the status was and we</p> <p>21 would receive a call that I was told that photo ID</p> <p>22 was in effect.</p> <p>23 Q And this is despite all the training and education</p> <p>24 that you did?</p> <p>25 A Right. And I think as I said, they're fairly</p> <p style="text-align: right;">115</p>
<p>1 earlier?</p> <p>2 A He is one of three staff on our help desk that answer</p> <p>3 the -- basically the general help line for voters,</p> <p>4 and the help desk is -- if somebody sends an email to</p> <p>5 our general email address, they will receive it at</p> <p>6 the help desk.</p> <p>7 Q And with respect to your contact activity logs, are</p> <p>8 those kept in the normal course of business?</p> <p>9 A Yes.</p> <p>10 Q Are they ever deleted?</p> <p>11 A No.</p> <p>12 Q With respect to this trouble voting at St. Francis in</p> <p>13 August of 2014, if this were resolved by phone, in</p> <p>14 other words, if somebody had simply picked up the</p> <p>15 phone and called the person, would there be any</p> <p>16 activity noted?</p> <p>17 A It may or may not. I mean if it was a phone call, it</p> <p>18 might have been -- it might have resulted in the</p> <p>19 staff person sending an email to me to say it's been</p> <p>20 taken care of, but it also may not have been</p> <p>21 separately recorded anywhere.</p> <p>22 We've had some elections when we started using</p> <p>23 the contact activity log, in some elections, staff I</p> <p>24 think were required to or thought that they were</p> <p>25 required to also record emails and eventually that</p> <p style="text-align: right;">114</p>	<p>1 isolated in that it would sort of be pretty</p> <p>2 significant -- we would note it pretty significantly</p> <p>3 because we were so used to -- knowing what the status</p> <p>4 of the law, that it would catch our attention if</p> <p>5 somebody was told differently at the local level.</p> <p>6 (Exhibit 45 is marked for identification)</p> <p>7 Q Mr. Haas, take a look at this exhibit marked 45 and</p> <p>8 let me know when you've looked at it.</p> <p>9 A Okay.</p> <p>10 Q And have you seen this document before?</p> <p>11 A Yes.</p> <p>12 Q And it's -- can you tell me -- describe it for me,</p> <p>13 please.</p> <p>14 A Sure. It's an email I received from an attorney</p> <p>15 working for the Wisconsin -- the Republican Party of</p> <p>16 Wisconsin wanting to let me know that they had run</p> <p>17 into an issue in a township where voters were having</p> <p>18 difficulty scheduling times with the clerk to vote an</p> <p>19 in-person absentee ballot and indicating that the</p> <p>20 clerk or that this attorney was told that they were</p> <p>21 turned away by the town clerk, who said -- who</p> <p>22 claimed that there was no such thing as early voting</p> <p>23 and that they needed to either have an absentee</p> <p>24 ballot sent by mail or vote on Election Day. And I</p> <p>25 passed that along to David Buerger of our staff and</p> <p style="text-align: right;">116</p>

<p>1 asked him to investigate it.</p> <p>2 Q And do you recall the conclusion of his</p> <p>3 investigation?</p> <p>4 A I do not.</p> <p>5 Q If any. And would there be any place where it's</p> <p>6 documented at the GAB that this was resolved in one</p> <p>7 way or the other?</p> <p>8 A There may or may not be. If there was -- knowing</p> <p>9 David Buerger, I wouldn't be surprised if he had</p> <p>10 followed up with an email to let me know how it was</p> <p>11 resolved, but I couldn't guarantee that there was a</p> <p>12 document indicating what happened.</p> <p>13 Q Do you happen to know this particular clerk,</p> <p>14 Lane Ruhland?</p> <p>15 A It says the town clerk is Jean Judd.</p> <p>16 Q Oh, I'm sorry, yeah.</p> <p>17 A And I don't know her. The attorney who sent it to me</p> <p>18 was Lane Ruhland.</p> <p>19 Q So you don't know if it was a long-term clerk or</p> <p>20 somebody new?</p> <p>21 A I do not know that.</p> <p>22 Q Okay. I'll show you -- Mr. Haas, take a look at</p> <p>23 Exhibit 46, and let me know when you're finished.</p> <p>24 (Exhibit 46 is marked for identification)</p> <p>25 A Okay.</p> <p style="text-align: right;">117</p>	<p>1 Q And when was that, if you recall?</p> <p>2 A I think that might have been part of the photo ID</p> <p>3 law.</p> <p>4 Q So approximately 2011?</p> <p>5 A Right.</p> <p>6 Q And do you recall calling, too, and chatting with</p> <p>7 her?</p> <p>8 A I don't recall a specific conversation. I'm sure I</p> <p>9 did. I was really the primary author of the memo</p> <p>10 that is attached to the email.</p> <p>11 Q That was my next question. If you know, why are you</p> <p>12 making the call instead of Dave? It's because you</p> <p>13 were the primary author?</p> <p>14 A You know, I think that June 5th I think was the</p> <p>15 recall election, and David may have been passing it</p> <p>16 on to me just because of the volume of calls and that</p> <p>17 it appeared that this clerk, you know, was not</p> <p>18 pleased with maybe what she was hearing from David</p> <p>19 and he thought that maybe I could try to explain it</p> <p>20 and that the clerk might listen to a different voice</p> <p>21 on what the law was.</p> <p>22 Q Did the change make it easier or harder for students</p> <p>23 to vote?</p> <p>24 MR. KAWSKI: Object to form.</p> <p>25 A I think the change to 28 days, it affected more</p> <p style="text-align: right;">119</p>
<p>1 Q Have you seen this document before?</p> <p>2 A Yes.</p> <p>3 Q And can you describe it for me?</p> <p>4 A Sure. There's an email from the City of Fond du Lac</p> <p>5 Clerk to David Buerger of our staff describing a</p> <p>6 situation with a student who wanted to register and</p> <p>7 there appeared to be a disagreement about whether the</p> <p>8 student could register at his home address in Fond du</p> <p>9 Lac rather than at his campus address in Milwaukee,</p> <p>10 and David Buerger passed that along to me and asked</p> <p>11 me if I could contact the city attorney to discuss</p> <p>12 guidance that we have provided, that the GAB had</p> <p>13 provided about the subject of residency and voter</p> <p>14 registration and specifically for college students.</p> <p>15 Q And was there at the time a lot of confusion about</p> <p>16 this 28-day issue?</p> <p>17 A I think that was -- there was generally confusion on</p> <p>18 issues that come up with residency in general, and</p> <p>19 the change to 28 days I think just increased the</p> <p>20 number of questions because the 28-day requirement</p> <p>21 affected more people than the 10-day residency</p> <p>22 requirement did.</p> <p>23 Q And just for the record, it changed from 10 days to</p> <p>24 28 days, right?</p> <p>25 A Yes.</p> <p style="text-align: right;">118</p>	<p>1 students as to their eligibility to register to vote.</p> <p>2 You know, not the actual act of voting, but in order</p> <p>3 to register, just as with the general population,</p> <p>4 residency had to be established at least 28 days</p> <p>5 before an election and so that required a longer</p> <p>6 period of time to be located in one place.</p> <p>7 Q Did you have any discussions with any legislators</p> <p>8 about why the change from 10 to 28 days?</p> <p>9 A I don't recall specific conversations that I had. I</p> <p>10 may have. I just don't remember.</p> <p>11 Q Do you have any understanding of why the change was</p> <p>12 made from 10 to 28 days?</p> <p>13 A I guess just based on statements from the</p> <p>14 Legislature, reading what was in the paper, my</p> <p>15 understanding was that there was -- one reason or</p> <p>16 justification for it was to maybe bring that period</p> <p>17 more in line with other states that had a longer</p> <p>18 residency period, and the thought might be that</p> <p>19 Wisconsin would be more consistent with other states</p> <p>20 and then just maybe generally the idea that an</p> <p>21 individual should be established for a longer period</p> <p>22 of time in one location before they were eligible to</p> <p>23 vote there.</p> <p>24 Q But it made it harder for students to register,</p> <p>25 didn't it?</p> <p style="text-align: right;">120</p>

<p>1 MR. KAWSKI: Object to form.</p> <p>2 A Well, so students in Wisconsin really -- university</p> <p>3 and college students have the option to be registered</p> <p>4 and vote at either their home address or their</p> <p>5 college address, and so this would -- could make it</p> <p>6 more challenging for some students to register at</p> <p>7 their campus address. And as with anybody else, once</p> <p>8 registered at their campus address, it would require</p> <p>9 a longer period of time to change that registration</p> <p>10 to their home address. But it did not prevent a</p> <p>11 college student from registering or continuing to be</p> <p>12 registered at their home address and having the</p> <p>13 opportunity to vote there even if they were away at</p> <p>14 school for four years.</p> <p>15 Q So they could register at home, but they can't</p> <p>16 register both places?</p> <p>17 A Correct.</p> <p>18 Q Right. You said that -- and I take it you're</p> <p>19 speculating a bit about -- or maybe it's from</p> <p>20 conversations. Maybe you're basing it on something</p> <p>21 and you can correct me. Wisconsin wanted to be in</p> <p>22 line with other states, was that just with respect to</p> <p>23 the moving from 10 to 28? In other words, there are</p> <p>24 other states, for example, who have early voting.</p> <p>25 A Um-hum.</p> <p style="text-align: right;">121</p>	<p>1 it appears that maybe this is out of order a little</p> <p>2 bit. Page 2, which is I think the fourth page in the</p> <p>3 packet, indicates that we had struck out a clause</p> <p>4 having to do with whether or not proof of residency</p> <p>5 was required when a voter was only processing a name</p> <p>6 change at the polls.</p> <p>7 Q And that was incorrect?</p> <p>8 A We had changed our interpretation of the statute from</p> <p>9 the time we issued it in April until August.</p> <p>10 Q And do you know why you made that change?</p> <p>11 A Yeah. I recall having a pretty large meeting to try</p> <p>12 to hash it out. There was some uncertainty because</p> <p>13 of conflicting language in the statutes about what is</p> <p>14 required when a voter either changes their name or</p> <p>15 changes their address, and there was some language</p> <p>16 that could support the view that a new</p> <p>17 registration -- or that proof of residence was not</p> <p>18 required when that happened, and that was initially</p> <p>19 our conclusion when we issued the memo in April. And</p> <p>20 then we received questions about it.</p> <p>21 I recall receiving some phone calls from at</p> <p>22 least one attorney, you know, questioning that</p> <p>23 interpretation and then we revisited it, tried to</p> <p>24 look through all the relevant statutory citations and</p> <p>25 then we concluded that this was the more accurate</p> <p style="text-align: right;">123</p>
<p>1 Q But Wisconsin doesn't fall in line with those states.</p> <p>2 A Right.</p> <p>3 MR. KAWSKI: Object to form.</p> <p>4 A And I think that that's generally an argument you'll</p> <p>5 hear in any policy debate is if it benefits the</p> <p>6 argument to say we're in line with other states, that</p> <p>7 that will be an argument that's used. But it's</p> <p>8 obviously not a rule that's applied consistently</p> <p>9 across the board.</p> <p>10 Q I'm going to show you a document that's already been</p> <p>11 marked as Kennedy 2. Take a look at it. Let me know</p> <p>12 when you're ready.</p> <p>13 A Okay.</p> <p>14 Q Have you seen this document before?</p> <p>15 A Yes.</p> <p>16 Q And you are its author, right?</p> <p>17 A Yes.</p> <p>18 Q And did anybody else have input into this document?</p> <p>19 A I'm sure I circulated it to our staff to review</p> <p>20 before we issued it.</p> <p>21 Q Is that your usual practice?</p> <p>22 A Yes.</p> <p>23 Q It says corrected August 5th, 2014. Why was a</p> <p>24 correction needed, do you recall?</p> <p>25 A It was initially issued April 11th 2014 and page --</p> <p style="text-align: right;">122</p>	<p>1 interpretation. And it was also I think supported by</p> <p>2 the language in the statutes and also made the</p> <p>3 implementation of it a little bit easier because the</p> <p>4 rules were simplified with clerks. It removed one</p> <p>5 more exception to the general rule.</p> <p>6 Q And you came to that conclusion the second time</p> <p>7 around?</p> <p>8 A Right.</p> <p>9 Q It says subject, proof of residence now required for</p> <p>10 all voter registrations. Was there some change in</p> <p>11 the law or just change in interpretation?</p> <p>12 A No, that was a significant change in the law. 2013,</p> <p>13 Act 182 required every voter registration application</p> <p>14 to be accompanied by a proof of residence document I</p> <p>15 think except for military and overseas voters.</p> <p>16 Military voters are not required to register in</p> <p>17 Wisconsin.</p> <p>18 And prior to that law, if somebody registered</p> <p>19 earlier than 20 days before an election, proof of</p> <p>20 residence -- a proof of residence document was not</p> <p>21 required.</p> <p>22 Q Do you know why the change was made?</p> <p>23 A Again it was a legislative decision and I think some</p> <p>24 of the arguments that were offered in favor of it was</p> <p>25 then there would be a consistent rule for voters</p> <p style="text-align: right;">124</p>

1 registering at any time of the year and that maybe 2 clerks may not have the same certainty that the 3 individual resided at the location that they put on 4 their form if there was no document provided that 5 established that residence during the open 6 registration period before 20 days prior to an 7 election. 8 Q And is that for all voters all the time? In other 9 words, if I voted for the last 10 years, do I still 10 have to each time I vote show a proof of residency? 11 A That's only when you register to vote or when you 12 update your registration because your address has 13 changed or your name has changed. So it's part of 14 the registration process, not the voting process. 15 Q And if you look at the -- where you say prior to the 16 Act 182's enactment, do you see that sentence? 17 A On which page? 18 Q On page -- the next page, Page 2. You said yours 19 might be out of order. 20 A Yeah, so the second page here is Page 3. 21 Q Okay. Do you have a Page 2? 22 A Yes. 23 Q I'll fix it later. 24 A Prior, yes. 25 Q So you see that sentence?	1 MR. KAWSKI: Object to form. 2 A So I don't recall hearing concerns from voters who 3 wanted to register in that open registration period. 4 There's always some individuals in groups who are 5 also voters who were concerned that there was not a 6 proof of residence requirement in place prior to that 7 legislation. 8 Q When did Wisconsin first require proof of residence, 9 do you know? 10 A I do not know. 11 Q Then you say the next paragraph, "The new law will 12 require changes in procedures for voters, clerks and 13 special registration deputies." 14 What did you mean by that? 15 A Well, for voters, the main change is that they would 16 have to provide proof of residence when they did not 17 need to before in certain periods. Clerks needed to 18 make sure that they were seen and collecting proof of 19 residence documents if registration was sent in by 20 mail. And they needed to note certain things in the 21 statewide voter registration system about the proof 22 of residence, and special registration deputies were 23 now required to collect the proof of residence 24 document when they were not required to do that 25 before during the open registration period.
1 A Yes. 2 Q Do you know what interest is served by making that 3 change, what election administration interest is 4 served? 5 MR. KAWSKI: Object to form. 6 A Well, as far as administration, as I said, I guess 7 the benefit would be consistency, that clerks would 8 not have to apply a different rule 21 days before an 9 election than they applied 19 days before the 10 election. So I think administratively that's 11 probably one benefit. 12 Q Had there been complaints or had there been some 13 problems caused by the difference? 14 A Well, I guess I'd say as I indicated earlier with 15 1,853 clerks, they all have differing opinions. Some 16 of them want tighter restrictions and some liked 17 things as they were and were not bothered by the fact 18 that they were not seeing a proof of residence 19 document. As I mentioned, on the back end there's a 20 process to send out a mailing to verify the address, 21 and so I think it was a mix of opinions. 22 Q What about the voters, the people that it affects the 23 most? 24 MR. KAWSKI: Object to form. 25 Q I understand the clerks, but what about the voters?	1 Q So what happens once they collect it? What do they 2 do with it? 3 A I believe we had some guidance here about how long 4 they needed to keep or retain the proof of residence 5 document. They only needed -- they did not need to 6 keep a proof of residence document if they registered 7 in front of the clerk. 8 Q Okay. 9 A But if the registration was submitted by mail or 10 through a registration drive, they needed to retain 11 the proof of residence document. 12 Q And then you say that, "Due to its immediate 13 effective date, however, the GAB provides the 14 following guidance and directives to voters and local 15 election officials regarding the implementation of 16 the act" -- I'm sorry, Act 182. 17 How was this -- how was the guidance provided, 18 for example, to the voters? How was that provided? 19 A It was incorporated into information that we posted 20 on our website, that was included in our training 21 manuals, which then were applied by local clerks. We 22 sometimes put out press releases or public documents. 23 Often before -- leading up to an election, we would 24 often put out a press release saying these are the 25 top 10 things that voters should be aware of heading

125

127

126

128



<p>1 into an election. So I'm sure we tried to</p> <p>2 communicate it in a number of ways.</p> <p>3 Q Given the -- using your word from before, modified a</p> <p>4 little bit, given -- let me start again. Strike</p> <p>5 that.</p> <p>6 Given the frequency of some of these changes in</p> <p>7 the election laws and given the complexity and the</p> <p>8 specificity, in your experience, does it not make --</p> <p>9 does it not put a burden on the voters to try to keep</p> <p>10 up with all of these changes without having the</p> <p>11 benefit, frankly, of what some of your clerks have,</p> <p>12 which is to have someone like you and someone in GAB</p> <p>13 constantly giving them information?</p> <p>14 MR. KAWSKI: Object to form.</p> <p>15 A Well, I guess it's sort of a subjective judgment. I</p> <p>16 think it depends on the voter. It depends on if</p> <p>17 they're already registered, if they've moved, if</p> <p>18 they've had to make any changes. And you know,</p> <p>19 voters only need to know some of this information for</p> <p>20 a specific period of time and then they can forget</p> <p>21 about it. It's the election officials that we need</p> <p>22 to train that need to be continually up to date on</p> <p>23 it.</p> <p>24 So certainly it's a change. Voters have to be</p> <p>25 educated on the change and had to take additional</p> <p>129</p>	<p>1 A Right.</p> <p>2 Q And if they don't come up with the photo, then their</p> <p>3 vote isn't counted?</p> <p>4 A Correct.</p> <p>5 Q So wouldn't that put them sort of on the same par as</p> <p>6 someone who's lost the right to vote, like a felon?</p> <p>7 MR. KAWSKI: Object to form.</p> <p>8 A Well, no. A felon should not receive a ballot in the</p> <p>9 first place. So I guess I would disagree. They're</p> <p>10 in a little bit different situation.</p> <p>11 Q But my vote is not counted. Isn't it the same?</p> <p>12 A Oh, you're saying if the photo ID is not subsequently</p> <p>13 provided?</p> <p>14 Q Right.</p> <p>15 A Again they've been able to cast a ballot. I guess in</p> <p>16 that case whether it's because it's impossible or the</p> <p>17 voter hasn't taken the steps to get an ID, in some</p> <p>18 cases it may be the voter's option not to rectify</p> <p>19 that provisional ballot. But it is not considered to</p> <p>20 be -- to affect their eligibility to vote, which is</p> <p>21 the case with a convicted felon who is still serving</p> <p>22 a sentence.</p> <p>23 Q But doesn't the photo ID -- it causes more work for</p> <p>24 the clerks, right?</p> <p>25 MR. KAWSKI: Object to form.</p> <p>131</p>
<p>1 steps that they were not required to take sooner, and</p> <p>2 whether or not that would be considered a burden or a</p> <p>3 challenge I guess would be up to each individual.</p> <p>4 Q But it's not for the voters, right, just a one-time</p> <p>5 thing to know and to forget? Like, for example, if</p> <p>6 you moved and you didn't realize, oh, shoot, I have</p> <p>7 to change my -- I have to re-register, you could be</p> <p>8 unable to vote because you might have waited until</p> <p>9 the last minute, right?</p> <p>10 MR. KAWSKI: Object to form.</p> <p>11 A Well, so Wisconsin has Election Day registration, so</p> <p>12 that's always a good backup. That resolves a lot of</p> <p>13 issues as far as registration eligibility. Now that</p> <p>14 we have the photo ID requirement, that is something</p> <p>15 that is not as easily able to be resolved on Election</p> <p>16 Day if you don't have a photo ID.</p> <p>17 So, yes, they may need to know it more than</p> <p>18 once, but I guess what I'm saying is it's not a</p> <p>19 priority to remember year-round. They only need to</p> <p>20 know when it's going to affect them.</p> <p>21 Q So someone who doesn't have a photo ID the day of</p> <p>22 election, do they get to vote provisionally?</p> <p>23 A Yes.</p> <p>24 Q But there's a limited time period that they have to</p> <p>25 come up with a photo, right?</p> <p>130</p>	<p>1 A It causes additional work than they had prior to the</p> <p>2 law.</p> <p>3 Q It causes additional work for the poll takers, right?</p> <p>4 MR. KAWSKI: Object to form.</p> <p>5 A Additional tasks, yes.</p> <p>6 Q And it could conceivably result in a voter not -- a</p> <p>7 voter's vote not being counted, right?</p> <p>8 A Yes.</p> <p>9 Q What election administration interest does it serve</p> <p>10 given the three things I just listed?</p> <p>11 MR. KAWSKI: Object to form.</p> <p>12 Q Based on your knowledge and experience.</p> <p>13 MR. KAWSKI: Object to form.</p> <p>14 A Well, I think as far as administering -- issuing</p> <p>15 ballots at the polling place or at the clerk's</p> <p>16 office, I don't know that there is anything we've</p> <p>17 identified to say that it's a benefit or a detriment.</p> <p>18 I think in my mind at least it's a policy choice that</p> <p>19 the Legislature decided that they wanted to implement</p> <p>20 that, that's going to be one of the procedures that's</p> <p>21 required, just like having to sign the poll list, and</p> <p>22 it does require additional steps on behalf of the</p> <p>23 voter.</p> <p>24 I think one -- maybe one argument that's been</p> <p>25 expressed that as a benefit to the election</p> <p>132</p>

<p>1 administration process is that election officials</p> <p>2 have -- it may lend some confidence, additional</p> <p>3 confidence for election inspectors to know that the</p> <p>4 person in front of them is who they say they are, so</p> <p>5 that's maybe a specific thing related to that voter.</p> <p>6 You know, another argument that's been raised is</p> <p>7 just in general because that process is in place,</p> <p>8 more people have more confidence in the election</p> <p>9 process because that safeguard is there or that step</p> <p>10 is required.</p> <p>11 Q And what about on the flip side?</p> <p>12 MR. KAWSKI: Object to form.</p> <p>13 A The flip side?</p> <p>14 Q You said the benefits. What about the down side in</p> <p>15 your knowledge and experience?</p> <p>16 A Well, administratively --</p> <p>17 MR. KAWSKI: Object to form.</p> <p>18 A Administratively anything that adds additional steps</p> <p>19 has the potential to increase the time it takes to</p> <p>20 process a voter at the polls. It has the potential</p> <p>21 to affect the ability of people to vote who would</p> <p>22 otherwise be allowed to vote without those steps.</p> <p>23 So there's some potential that people may not be</p> <p>24 able to vote or may decide, you know, not to vote,</p> <p>25 and from an election administration perspective we're</p> <p style="text-align: right;">133</p>	<p>1 Q Has the GAB ever looked at the issue of voter fraud?</p> <p>2 MR. KAWSKI: Object to form.</p> <p>3 A Yes.</p> <p>4 Q In what way has it done that?</p> <p>5 A One specific way is that at one point we surveyed</p> <p>6 district attorneys throughout the state and asked</p> <p>7 them -- I think it was after the 2010 election if</p> <p>8 they had received any complaints of voter fraud and</p> <p>9 what the outcome of those cases was.</p> <p>10 I think that's really the only way we attempted</p> <p>11 to measure it at one specific election. But then</p> <p>12 looking at voter fraud, I mean we certainly thought</p> <p>13 about what are the different ways that could happen.</p> <p>14 As I mentioned, we deal with district attorneys quite</p> <p>15 a bit. We've held Webinars for law enforcement and</p> <p>16 prosecutors to talk to them about the election laws</p> <p>17 and issues to think about and how to approach a</p> <p>18 potential case of voter impersonization.</p> <p>19 And we have processes in place that are aimed at</p> <p>20 trying to detect voter fraud. The statewide voter</p> <p>21 registration system gives clerks and us the ability</p> <p>22 to determine whether it looks like somebody has voted</p> <p>23 in more than one location of the same election or is</p> <p>24 registered in two separate places. Obviously with</p> <p>25 the matching that we do with death lists in Wisconsin</p> <p style="text-align: right;">135</p>
<p>1 always interested in trying to increase the ability</p> <p>2 for people to participate in elections.</p> <p>3 You know, any additional requirement, we are</p> <p>4 always also concerned about making sure it's applied</p> <p>5 consistently throughout the state and so it's another</p> <p>6 training thing that we have to pay attention to and</p> <p>7 that election -- that clerks and election inspectors</p> <p>8 have to pay attention to and to make sure everybody</p> <p>9 understands it and is applying it consistently and</p> <p>10 that it doesn't affect their ability to administer</p> <p>11 all of the other steps that are necessary.</p> <p>12 Q When you were talking about the benefits, you said --</p> <p>13 I think you said -- I'm using my words -- the comfort</p> <p>14 of having the inspector know that it's the person.</p> <p>15 Has that been a big issue in Wisconsin?</p> <p>16 MR. KAWSKI: Object to form.</p> <p>17 Q People voting who aren't who they say they are?</p> <p>18 MR. KAWSKI: Object to form.</p> <p>19 A So in one sense it's been a big issue because some</p> <p>20 people have expressed that that's a concern of</p> <p>21 theirs. Whether -- it has not been -- at least as</p> <p>22 far as I know, it has not been a frequent -- what we</p> <p>23 would call a frequent occurrence that we've been made</p> <p>24 aware of that people have voted under somebody else's</p> <p>25 name.</p> <p style="text-align: right;">134</p>	<p>1 and felon lists, that's a regular process that we</p> <p>2 have that would help detect any potential voter</p> <p>3 fraud.</p> <p>4 Q And when you used the word voter fraud, how do you</p> <p>5 define that?</p> <p>6 A I guess as somebody who violates the laws as far as</p> <p>7 eligibility for voting. So those categories I think</p> <p>8 would be if they voted twice in one election, if</p> <p>9 they're not qualified to vote because they are</p> <p>10 serving a felon sentence, if somebody attempts to</p> <p>11 vote in another person's name or they attempt to</p> <p>12 register or vote in a location that they're not</p> <p>13 qualified to do so.</p> <p>14 Q On that last one, because the rest seem to me to</p> <p>15 suggest intent, if you accidentally voted at the</p> <p>16 wrong place, would that be voter fraud in your mind?</p> <p>17 A Well, in Wisconsin law, it has to be an intentional</p> <p>18 crime.</p> <p>19 Q Yeah, okay. And when you were talking about that</p> <p>20 study that you did, what was the result of it? What</p> <p>21 did you learn? That was in 2008, right?</p> <p>22 A It was following a general election, and I don't</p> <p>23 recall. I thought it was after 2010 because I had</p> <p>24 just started in 2008, but I could be wrong. But we</p> <p>25 found I think roughly half of the 72 district</p> <p style="text-align: right;">136</p>

<p>1 attorneys responded to the survey and there ended up</p> <p>2 being a handful of cases, complaints that were even</p> <p>3 filed.</p> <p>4 Our board also heard from the prosecutor in the</p> <p>5 Milwaukee County District Attorney's Office who came</p> <p>6 to one of our board meetings and explained how he</p> <p>7 handles those cases. I guess -- so it was I think a</p> <p>8 handful of cases that resulted in any court action.</p> <p>9 Q Out of how many voters?</p> <p>10 A Again roughly three million. I think another effort</p> <p>11 that we had was we undertook a matching process, as I</p> <p>12 said, with the State of Minnesota to determine</p> <p>13 whether any individuals had voted in both states, and</p> <p>14 I think that was -- I don't remember now if that was</p> <p>15 the 2008 or 2010 election.</p> <p>16 Q And the result of that?</p> <p>17 A A very few number of people who appeared to have</p> <p>18 voted in both states and we worked with the</p> <p>19 prosecutors in both states and the clerks in both</p> <p>20 states to try to determine whether there were any</p> <p>21 individuals, and I don't think that resulted in any</p> <p>22 convictions. I don't even know if there were any</p> <p>23 that turned out to be the same person. Sometimes it</p> <p>24 ended up being a family member with a similar name or</p> <p>25 often it was a data entry error. The wrong voter got</p> <p style="text-align: right;">137</p>	<p>1 A Myself, but mostly Allison Coakley.</p> <p>2 Q And you say mostly Allison Coakley. Why do you say</p> <p>3 that?</p> <p>4 A She is our training coordinator and so she would have</p> <p>5 drafted this memo listing the Webinars that were</p> <p>6 planned during this time period. Our practice is in</p> <p>7 most cases to list me as the author of communications</p> <p>8 that are issued to clerks along with the staff person</p> <p>9 who's the primary contact.</p> <p>10 Q And was this, where it says in the first paragraph</p> <p>11 Back to Basics, the program you were talking about</p> <p>12 earlier?</p> <p>13 A Well, this refers to that program in 2012. This is a</p> <p>14 memo from 2013 which we termed Building on the</p> <p>15 Basics. So that was sort of our theme for the 2014</p> <p>16 election cycle.</p> <p>17 Q And is this an indication of how you generally train</p> <p>18 through Webinar the clerks at the different</p> <p>19 locations?</p> <p>20 A Yes. So these would have been Webinars that we</p> <p>21 hosted and conducted at our office and were available</p> <p>22 for clerks to attend live and then would be made</p> <p>23 available for them to view afterwards.</p> <p>24 Q Now, is the training for the clerks free of charge,</p> <p>25 or do they have to contribute something?</p> <p style="text-align: right;">139</p>
<p>1 marked as participating.</p> <p>2 Q So no widespread voter fraud?</p> <p>3 A Right.</p> <p>4 MS. WILSON: Could we go off the</p> <p>5 record for a second?</p> <p>6 THE VIDEOGRAPHER: Off the record at</p> <p>7 1:04.</p> <p>8 (Discussion off the record)</p> <p>9 THE VIDEOGRAPHER: The time is 1:07.</p> <p>10 We are back on the record.</p> <p>11 (Exhibit 47 is marked for identification)</p> <p>12 Q Mr. Haas, take a look at --</p> <p>13 MS. WILSON: Did I give it to you?</p> <p>14 MR. KAWSKI: Do you have a copy?</p> <p>15 Q Wait a minute. Can I have that back for just a</p> <p>16 second?</p> <p>17 MS. WILSON: Somehow I didn't make a</p> <p>18 third copy. I apologize. So let me have you</p> <p>19 take a look and pass it to him. Sorry about</p> <p>20 that.</p> <p>21 MR. KAWSKI: That's all right.</p> <p>22 A Okay.</p> <p>23 Q Have you seen this document before?</p> <p>24 A Yes.</p> <p>25 Q Take a look. Okay. And you're the author?</p> <p style="text-align: right;">138</p>	<p>1 A It is free. Sometimes when we do in-person training,</p> <p>2 it depends on whatever organization is hosting the</p> <p>3 training, but we do not charge for the training.</p> <p>4 Q And when you do the training with the clerks, do you</p> <p>5 invite outsiders --</p> <p>6 MR. KAWSKI: Object to form.</p> <p>7 Q -- or organizations or other agencies?</p> <p>8 A No.</p> <p>9 Q And if you look at Page 2, who normally does the live</p> <p>10 teaching? Is that Allison Coakley or would it be</p> <p>11 different people?</p> <p>12 A It's usually our -- a small team of election</p> <p>13 specialists, and for these topics, mostly what we</p> <p>14 call our election administration specialists, which</p> <p>15 is a team of about six individuals.</p> <p>16 We have listed on here My Vote Wisconsin, so</p> <p>17 that might have also involved some of our SVRS staff.</p> <p>18 Allison usually participates in that she really runs</p> <p>19 the Webinar and is sort of the host and the traffic</p> <p>20 cop and is monitoring questions that come in online,</p> <p>21 but the substance of the training is usually done by</p> <p>22 other staff.</p> <p>23 Q Now, if you look at Page 3 under Election Day duties,</p> <p>24 special topics and situations, there's a list of six.</p> <p>25 Were these particularly problematic areas, areas that</p> <p style="text-align: right;">140</p>

<p>1 needed additional training? Like why are these</p> <p>2 listed here, if you know?</p> <p>3 A Yes, I think we identified those as areas that were</p> <p>4 either continuing topics that we thought needed</p> <p>5 attention, maybe things that we had not trained on in</p> <p>6 a while and that also things that might be timely.</p> <p>7 That was being presented in March of 2014. So we</p> <p>8 were leading up to a spring election and sometimes</p> <p>9 just a matter of reminders to refresh the</p> <p>10 participants about what the rules are.</p> <p>11 Q During the presidential election, do you increase the</p> <p>12 amount of training you do for clerks, or does it stay</p> <p>13 the same?</p> <p>14 A Well, I think it's pretty comparable in even numbered</p> <p>15 years versus odd numbered years. I think our</p> <p>16 training would increase during even numbered years or</p> <p>17 you can see this is the fall into the spring of --</p> <p>18 fall of an odd numbered year into the spring of an</p> <p>19 even numbered year and then we would put out another</p> <p>20 communication about training for the rest of that</p> <p>21 even numbered year.</p> <p>22 Q And what does it mean, assisting voters?</p> <p>23 A Assisting voters, I think that refers to voters who</p> <p>24 might need assistance because they have a disability</p> <p>25 and so training on the procedures for who can assist</p> <p style="text-align: right;">141</p>	<p>1 allowed to challenge on a more limited basis than an</p> <p>2 election inspector would be able to challenge a</p> <p>3 voter. But there's a specific process set out in our</p> <p>4 administrative rules for what happens when a voter is</p> <p>5 challenged and how that is resolved.</p> <p>6 Q Do you give any training with respect to</p> <p>7 challenging -- when an observer challenges voters</p> <p>8 taking into account that there may be biases that the</p> <p>9 observer has with respect to the voter?</p> <p>10 A Well, the general rule is that the challenger needs</p> <p>11 to have some firsthand knowledge that the person's</p> <p>12 not eligible and so we try to emphasize it cannot be</p> <p>13 some general unsupported challenge.</p> <p>14 Q And lastly, what is the absentee ballot log? Is that</p> <p>15 new?</p> <p>16 A No. That's been around, but that's simply the</p> <p>17 document that the status of absentee ballots are</p> <p>18 tracked, when were they requested, when were they</p> <p>19 issued and were they processed at the polls.</p> <p>20 MS. WILSON: We'll take a lunch</p> <p>21 break.</p> <p>22 THE VIDEOGRAPHER: The time is 1:16.</p> <p>23 We are going off the record concluding Media</p> <p>24 No. 2 in the deposition of Mr. Haas.</p> <p>25 (Lunch recess is taken)</p> <p style="text-align: right;">143</p>
<p>1 and what can that assister do to help the voter.</p> <p>2 Q And I might have asked you this or it might have</p> <p>3 just -- curbside voting, what's that?</p> <p>4 A So that is an option on Election Day or even during</p> <p>5 the in-person absentee voting. If a voter has a</p> <p>6 disability and they feel they cannot make it into the</p> <p>7 polling place, there's a process where a ballot is</p> <p>8 taken out to the curbside and they're permitted to</p> <p>9 vote in their vehicle. And we have issued some</p> <p>10 guidance to ensure that as much as possible that</p> <p>11 process is consistent with the process in the polling</p> <p>12 place.</p> <p>13 Q Do you recall an issue with an observer objecting to</p> <p>14 curbside voting?</p> <p>15 A I recall an issue with an observer being involved in</p> <p>16 curbside voting I believe in the City of Milwaukee</p> <p>17 and getting questions about how to handle the</p> <p>18 situation. I think that's partly what led to us</p> <p>19 providing more specific guidance about the process.</p> <p>20 Q Has the -- let me withdraw that. And what is</p> <p>21 challenging voters?</p> <p>22 A So it's a process where a voter's eligibility to vote</p> <p>23 can be challenged at the polls.</p> <p>24 Q Is that by the observer or by the poll person?</p> <p>25 A It could be by either one actually. Observers are</p> <p style="text-align: right;">142</p>	<p>1 (1:16 p.m. to 1:59 p.m.)</p> <p>2 THE VIDEOGRAPHER: We are on the</p> <p>3 record. The time is 1:59 p.m. This marks the</p> <p>4 beginning of Media No. 3 in the deposition of</p> <p>5 Mr. Michael Haas.</p> <p>6 Q Good afternoon. Just a little point of clarification</p> <p>7 for me. So when the original photo voter ID law came</p> <p>8 into effect, the GAB did a lot of outreach, right,</p> <p>9 before it was -- before the law was stayed or I</p> <p>10 forget what it's called, you know, a public outreach,</p> <p>11 training of clerks, that sort of thing, right?</p> <p>12 A Yes.</p> <p>13 Q And what was the time period between that and the</p> <p>14 time that the photo ID came back?</p> <p>15 A So it was stayed shortly after the February 2012</p> <p>16 spring primary and it remained stayed until shortly</p> <p>17 before the 2014 -- sometime I believe in September of</p> <p>18 2014. And then it was reinstated and then in October</p> <p>19 of 2014 it was stayed again by the U.S. Supreme</p> <p>20 Court. And it remained that way until after the</p> <p>21 April election of 2015.</p> <p>22 Q And since 2015, has the GAB done any public outreach</p> <p>23 similar to what they did when the law was first</p> <p>24 enacted?</p> <p>25 A What we did as far as public outreach was we updated</p> <p style="text-align: right;">144</p>

<p>1 all the materials both on our website and on the</p> <p>2 Bring it to the Ballot website. Because of the new</p> <p>3 petition process, we wanted to make sure the</p> <p>4 information was accurate.</p> <p>5 We updated the public service announcements,</p> <p>6 basically made sure that everything on that website</p> <p>7 was current and available for use. We also have</p> <p>8 continued our program of making public presentations</p> <p>9 to groups that invite us. There is not -- we have</p> <p>10 not had the same funding in order to place the public</p> <p>11 service announcements in any sort of media buy, so</p> <p>12 we've not done that.</p> <p>13 Q Anything else that you haven't done since it's been</p> <p>14 reinstated?</p> <p>15 A I think that's probably the main thing because that</p> <p>16 would have required additional funding and everything</p> <p>17 else we've just done internally with existing staff.</p> <p>18 Q Given the transition, has the -- oh, I think you said</p> <p>19 there is some money for the transition, right? I</p> <p>20 think you told me that.</p> <p>21 A Well, there's not -- for the agency transition?</p> <p>22 Q Yes.</p> <p>23 A There's not money that's been allocated for the</p> <p>24 transition process. I think what I was referring to</p> <p>25 is that there are some financial provisions to that</p> <p style="text-align: right;">145</p>	<p>1 Legislature to decide to create two new</p> <p>2 organizations?</p> <p>3 A Well, there's certainly examples of decisions that</p> <p>4 were identified as the majority party not being happy</p> <p>5 with -- you know, publicly and in conversations I had</p> <p>6 with individual legislators that they portrayed as</p> <p>7 sort of piling up and leading ultimately to the</p> <p>8 decision to create two different agencies. So there</p> <p>9 were a handful of pretty commonly known situations or</p> <p>10 incidents that they expressed their concerns and</p> <p>11 disagreement with.</p> <p>12 Q And what were those?</p> <p>13 A I think the ones that come to mind are maybe</p> <p>14 stretching back to the recall elections where there</p> <p>15 were some disagreements with decisions that the board</p> <p>16 made about the recall petitions. There were actually</p> <p>17 individuals on both sides of the aisle that disagreed</p> <p>18 with some of the decisions.</p> <p>19 The board had to make a lot of different</p> <p>20 administrative positions and they were in kind of</p> <p>21 uncharted territory and in some cases the law</p> <p>22 wasn't always clear. So we had complaints from both</p> <p>23 sides about how the recall petitions were processed</p> <p>24 and the time it took and what was being reviewed.</p> <p>25 So it was that whole category, there was debate</p> <p style="text-align: right;">147</p>
<p>1 legislation directing that the budget lines need to</p> <p>2 be separated.</p> <p>3 There has to be a determination made by the</p> <p>4 Department of Administration as to the pay range for</p> <p>5 the top position in each of the two commissions, but</p> <p>6 there's not been any additional funding for either</p> <p>7 the GAB operations or the transition process.</p> <p>8 Q Have you ever had any discussions with anyone in the</p> <p>9 Legislature that they were unhappy with the GAB and</p> <p>10 that's one of the reasons that they were going to</p> <p>11 form two separate agencies?</p> <p>12 A I've had conversations with legislators or</p> <p>13 legislative staff who have expressed that they were</p> <p>14 not happy with specific decisions with the GAB, and</p> <p>15 certainly as part of the public hearings and debate,</p> <p>16 there were public comments made by legislators that</p> <p>17 they were not happy with specific decisions and</p> <p>18 actions with the GAB.</p> <p>19 Q But that's not unusual, right, because some people</p> <p>20 are happy with you and some people not and then it</p> <p>21 depends on when it is?</p> <p>22 A Exactly.</p> <p>23 Q Okay. But was there anything specific that was said</p> <p>24 about either the organization or something the</p> <p>25 organization had been involved in which caused the</p> <p style="text-align: right;">146</p>	<p>1 about whether or not the GAB was interpreting the</p> <p>2 redistricting law appropriately, specifically the</p> <p>3 effective date in which elections the new districts</p> <p>4 were supposed to be used and which we were applying</p> <p>5 the effective date that was in the law and there was</p> <p>6 some disagreement in the Legislature about whether</p> <p>7 the new district should be used for the recall</p> <p>8 elections for state Senate districts.</p> <p>9 There was concern about how the GAB had designed</p> <p>10 the sample ballot for local clerks to use for the</p> <p>11 2014 election, and that was sort of a template that</p> <p>12 clerks could or could use. It was mandatory. I had</p> <p>13 a specific conversation with the Assembly speaker</p> <p>14 about that, about that decision.</p> <p>15 Then, of course, there was everything on the</p> <p>16 campaign finance side having to do with the agency's</p> <p>17 investigation of certain campaigns and individuals</p> <p>18 and groups and whether or not there were any</p> <p>19 violations of the campaign finance laws and that</p> <p>20 debate and dissatisfaction has been -- was building</p> <p>21 for a couple of years and so I think those are</p> <p>22 probably the main ones that some legislators pointed</p> <p>23 to as justification for creating a new model for our</p> <p>24 agency.</p> <p>25 Q And which legislators in particular?</p> <p style="text-align: right;">148</p>

<p>1 A Well, some were more vocal than others.</p> <p>2 Representative Knudson was I think one of the main</p> <p>3 authors in the State Assembly for the GAB</p> <p>4 restructuring bill, but certainly the Speaker,</p> <p>5 Senator Fitzgerald, a number of other Republican</p> <p>6 legislators were pretty outspoken about differences</p> <p>7 that they had with the GAB.</p> <p>8 Q Any others that you can recall?</p> <p>9 A Any other legislators?</p> <p>10 Q Yes.</p> <p>11 A Well, sure. I mean, you know, the ones that come to</p> <p>12 mind are probably the ones that when I would be</p> <p>13 attending in-person either public hearings of the</p> <p>14 committees or their votes on the bill, so most of the</p> <p>15 Republican legislators who were on the Assembly</p> <p>16 elections committee or the Senate election committee</p> <p>17 had pretty significant criticisms of the GAB.</p> <p>18 So I don't know that I can go down the list and</p> <p>19 name all of them, but I guess I would start with the</p> <p>20 committee members because they were most involved</p> <p>21 with that legislation.</p> <p>22 Q Any other criticisms other than the ones you just</p> <p>23 listed from these committee members and others?</p> <p>24 A There were, as I mentioned earlier, this back and</p> <p>25 forth regarding the election observer rules.</p> <p>149</p>	<p>1 working on the bill and these were the reasons why</p> <p>2 and that it became all part of the legislative debate</p> <p>3 as well.</p> <p>4 Q Is GAB's mandate to be nonpartisan or bipartisan?</p> <p>5 A Yes. Nonpartisan is required under the statutes.</p> <p>6 (Exhibit 48 is marked for identification)</p> <p>7 Q Mr. Haas, take a look at what's been marked as</p> <p>8 Exhibit 48 and let me know when you've had a chance</p> <p>9 to review it.</p> <p>10 A Okay.</p> <p>11 Q Have you seen this document before?</p> <p>12 A Yes.</p> <p>13 Q And what is it?</p> <p>14 A They're minutes of the board's open session on</p> <p>15 June 18th, 2015.</p> <p>16 Q And when you say open session, what do you mean?</p> <p>17 A So our board meets usually six to eight times a year</p> <p>18 and their meetings consist of an open session that's</p> <p>19 open to the public and then in most cases there's</p> <p>20 also a closed session to handle matters that are</p> <p>21 confidential under the law and that those sessions</p> <p>22 are not open to the public.</p> <p>23 Q And who drafts the minutes?</p> <p>24 A Reid Magney drafts the minutes and then we have a</p> <p>25 process where we circulate the minutes amongst, I</p> <p>151</p>
<p>1 Senator Lazich had some concerns about the</p> <p>2 administrative rule and whether that was appropriate.</p> <p>3 I don't know if that was really a justification or a</p> <p>4 reason for supporting the bill, but that was I think</p> <p>5 another -- one of the more significant issues that</p> <p>6 we've had back and forth with on the Legislature. So</p> <p>7 I'm sure there were other reasons that I'm just not</p> <p>8 recalling right now.</p> <p>9 Q And when you're getting these criticisms, do you get</p> <p>10 to say anything back?</p> <p>11 A Yes. Yes.</p> <p>12 Q I couldn't tell if it was that time or like the time</p> <p>13 the lady in the video was yelling at you. I wasn't</p> <p>14 sure.</p> <p>15 Okay. Any other -- anything else in terms of</p> <p>16 criticisms from the Legislature about the GAB?</p> <p>17 A Not that I can recall right now. I think those are</p> <p>18 the main items that were identified.</p> <p>19 Q Now, were these criticisms before the law was -- the</p> <p>20 change was made or was it during, after? When it was</p> <p>21 it?</p> <p>22 MR. KAWSKI: Object to form.</p> <p>23 A I think there were criticisms all leading up to the</p> <p>24 introduction of the law. On various occasions,</p> <p>25 different legislators would indicate that they were</p> <p>150</p>	<p>1 guess, four of us to review before they're finalized</p> <p>2 and then they are -- we also process where they are</p> <p>3 sent to the board members and they're given about a</p> <p>4 week or so to provide any input to see if they have</p> <p>5 any corrections before the minutes are finalized and</p> <p>6 then they are presented to the board at the following</p> <p>7 meeting for approval.</p> <p>8 Q And you were present at this meeting? That's your</p> <p>9 name down where it says staff present?</p> <p>10 A Yes.</p> <p>11 Q If you could turn -- I'm going to ask you a question</p> <p>12 about on Page 5 where it says report on voter ID</p> <p>13 implementation.</p> <p>14 A Yes.</p> <p>15 Q And these are the minutes from the June 18th, 2015</p> <p>16 session. It says that you made an oral presentation</p> <p>17 based on a written report.</p> <p>18 A Right.</p> <p>19 Q Where you described recent special elections which</p> <p>20 voter ID requirements were in effect and said</p> <p>21 implementation had gone smoothly for the most part.</p> <p>22 What do you mean, for the most part?</p> <p>23 A I think just that we had not heard of any consistent</p> <p>24 themes that there were problems from the clerks who</p> <p>25 had conducted special elections and that we had, as I</p> <p>152</p>



<p>1 mentioned earlier, heard of some isolated cases where</p> <p>2 voters did not have an ID in one or two cases and</p> <p>3 they decided not to vote for one reason or another.</p> <p>4 I don't remember if there was anything else</p> <p>5 specifically that I was referring to, but it would</p> <p>6 have been captured in the written report that was in</p> <p>7 the board materials.</p> <p>8 Q And if you turn back to Page 2, there was a personal</p> <p>9 appearance by Marian Matthews on behalf of League of</p> <p>10 Women Voters of Dane County?</p> <p>11 A Right.</p> <p>12 Q And she says approximately 9,000 Dane County</p> <p>13 registered voters may not have acceptable photo ID</p> <p>14 and talked about the concerns of the league. And</p> <p>15 then if you look back at Page 5, there's a paragraph</p> <p>16 where it says board members and the staff discussed</p> <p>17 the earlier comments of the League of Women Voters.</p> <p>18 What do you recall about those discussions?</p> <p>19 A What I recall is that the summary of her comments</p> <p>20 indicates that the source of that estimate was the</p> <p>21 Dane County Clerk's Office, and we had provided data</p> <p>22 to the Dane County Clerk at his request.</p> <p>23 He was trying to isolate individuals who did not</p> <p>24 have a photo ID who would be eligible to vote or who</p> <p>25 would be registered voters, and we tried to -- we</p> <p style="text-align: right;">153</p>	<p>1 A Because our concern was that voters needed some time</p> <p>2 to obtain an ID and we did not want to wait until an</p> <p>3 election was upon us in order to get the message out</p> <p>4 that they needed to take some steps to obtain a photo</p> <p>5 ID and that would take some time.</p> <p>6 Q So I know you said that there was -- let me start</p> <p>7 again. Strike that.</p> <p>8 With respect to the 9,000 voters that</p> <p>9 Ms. Matthews claimed, the GAB couldn't substantiate</p> <p>10 that number, right?</p> <p>11 A We could not substantiate that specific number,</p> <p>12 right.</p> <p>13 Q Was there a number you could substantiate?</p> <p>14 A My recollection is that we did not take a stab at</p> <p>15 calculating that number because we knew that based on</p> <p>16 the data we had access to in the voter registration</p> <p>17 system, there were too many caveats to really be</p> <p>18 confident to know what the number was.</p> <p>19 Q How big is Dane County?</p> <p>20 A It includes the Madison area. I'm not sure exactly</p> <p>21 what the population is.</p> <p>22 Q Was there any other discussion about what should</p> <p>23 be -- given that you didn't know the number, was</p> <p>24 there any other discussion about what should be done,</p> <p>25 if anything?</p> <p style="text-align: right;">155</p>
<p>1 provided him with some data from the statewide voter</p> <p>2 registration list, but there were also some caveats</p> <p>3 to that number because we could not really with any</p> <p>4 certainty calculate for sure how many registered</p> <p>5 voters did not have a photo ID just because of the</p> <p>6 nature of the data we had in it.</p> <p>7 So I think that we expressed some concern that</p> <p>8 maybe that number was -- that we didn't really have a</p> <p>9 way of knowing whether or not that number was</p> <p>10 accurate.</p> <p>11 Q Was there any discussions with Ms. Matthews about</p> <p>12 where she got that number from?</p> <p>13 A Well, she indicated that she had received it from the</p> <p>14 Dane County Clerk in her public comments, and we knew</p> <p>15 because of our interaction with the Dane County Clerk</p> <p>16 what the source of that data was.</p> <p>17 Q And it says, "They discussed," in the next sentence</p> <p>18 of that paragraph, "the current lack of funding for a</p> <p>19 statewide public education campaign about voter ID</p> <p>20 and whether the board should make a request of the</p> <p>21 Legislature." And then it says, "Director Kennedy</p> <p>22 said the Legislature has been informed that if they</p> <p>23 wish to have a campaign, now is the time to consider</p> <p>24 it."</p> <p>25 Why was then now the time?</p> <p style="text-align: right;">154</p>	<p>1 A About what should be done to --</p> <p>2 Q About Ms. Matthews' concern about the number of</p> <p>3 voters who may not be able to register.</p> <p>4 A The discussion, the board's discussion was really</p> <p>5 centered on whether to request funding again for the</p> <p>6 statewide public education campaign. I don't think</p> <p>7 there was any request or discussion about trying to</p> <p>8 nail down a more definite figure.</p> <p>9 Q And why did the board decide to take no action?</p> <p>10 A Well, Director Kennedy had described what he was</p> <p>11 doing in the communication he had with the</p> <p>12 Legislature already, and the board just -- I think</p> <p>13 the consensus was the message had been conveyed to</p> <p>14 the Legislature, it's now in the Legislature's court</p> <p>15 as to whether or not they want to -- they wanted to</p> <p>16 provide any additional funding.</p> <p>17 So they did not take up any motion other than</p> <p>18 that because they knew that Director Kennedy had</p> <p>19 talked -- had spoken to the Legislature, had conveyed</p> <p>20 that now would be the time for a public education</p> <p>21 campaign and they didn't see fit that any additional</p> <p>22 statement by the board would be necessary or</p> <p>23 useful.</p> <p>24 Q So after Mr. Kennedy talked to the Legislature, he</p> <p>25 determined that they would not be interested in an</p> <p style="text-align: right;">156</p>

<p>1 appeal for more money for public outreach?</p> <p>2 A Well, I was in a meeting with Director Kennedy and</p> <p>3 Senator Lazich and he mentioned to her -- that was at</p> <p>4 least one of the contacts he had, and he made this</p> <p>5 request or indicated that if the Legislature was</p> <p>6 interested, we would need time to be able to use</p> <p>7 those funds and develop a public information campaign</p> <p>8 to place the ads, and at that time, at least in that</p> <p>9 meeting, it was just left as this is where we're at,</p> <p>10 if there are any funds available, this would be the</p> <p>11 time for the Legislature to make a decision.</p> <p>12 There wasn't any commitment beyond that or</p> <p>13 discussion that she specifically was either opposed</p> <p>14 or in favor of doing that. And he may have followed</p> <p>15 up with another phone call or a conversation with her</p> <p>16 or her aide, but there hasn't been any definite</p> <p>17 answer provided one way or the other.</p> <p>18 Q When you say may have followed up, do you know that</p> <p>19 for sure?</p> <p>20 A I believe he did because I think and it may have just</p> <p>21 been in passing while we were in the Capitol for a</p> <p>22 hearing or on a phone call related to something else,</p> <p>23 but I believe there's been at least one other</p> <p>24 conversation.</p> <p>25 Q And has there been any follow-up from Ms. Matthews</p> <p style="text-align: right;">157</p>	<p>1 Q Have you seen this document before?</p> <p>2 MR. KAWSKI: I'd like to point out for</p> <p>3 the record that this is not just one document.</p> <p>4 This is a series of email chains, memoranda that</p> <p>5 are very miscellaneous, incident logs, many</p> <p>6 other things in this packet.</p> <p>7 Q That was going to be my question, whether there was</p> <p>8 one document -- whether this was put together as one</p> <p>9 document or whether these are different documents</p> <p>10 because I had no way of telling.</p> <p>11 A Right. There are -- exactly, right. There are a</p> <p>12 number of other documents here that I don't think</p> <p>13 were intended to be presented as one document --</p> <p>14 Q Okay.</p> <p>15 A -- for any particular purpose.</p> <p>16 Q What I'm interested in is the very first page, and</p> <p>17 maybe you can help me figure out what goes with it,</p> <p>18 from Brian Bell, and you see you're cc'd there?</p> <p>19 A Yes.</p> <p>20 Q And do you recall seeing this document -- this page</p> <p>21 before, sorry?</p> <p>22 A Yes.</p> <p>23 Q Page 1. And can you tell me what this is, what</p> <p>24 Mr. Bell is reporting?</p> <p>25 A Yes. So Brian -- he really coordinated the contact</p> <p style="text-align: right;">159</p>
<p>1 about this issue, of the approximately 9,000 Dane</p> <p>2 County registered voters who may not have acceptable</p> <p>3 voter ID?</p> <p>4 A Not that I'm aware of.</p> <p>5 Q And the last sentence says, "He said the board's</p> <p>6 other option would be to make an emergency funding</p> <p>7 request later." What does that mean?</p> <p>8 A Well, an emergency funding request would be a request</p> <p>9 of the Legislature to appropriate funds that were not</p> <p>10 included in the budget.</p> <p>11 Q So not funds that the GAB already has?</p> <p>12 A Right.</p> <p>13 Q Okay. You can put that aside.</p> <p>14 MS. WILSON: I don't think my copy</p> <p>15 person likes you, Clay. Because for some</p> <p>16 reason, I've only got --</p> <p>17 MR. KAWSKI: If it makes sense, we can</p> <p>18 just position it so I can see it.</p> <p>19 MS. WILSON: Sure.</p> <p>20 MR. KAWSKI: That will work just fine.</p> <p>21 (Exhibit 49 is marked for identification)</p> <p>22 Q Handing you what's been marked Exhibit 49, take a</p> <p>23 look at it. It's fairly long, and just let me know</p> <p>24 when you're done.</p> <p>25 A Okay.</p> <p style="text-align: right;">158</p>	<p>1 activity log. So in every election, he would make</p> <p>2 sure that that log was prepared and ready for staff</p> <p>3 to use, and Brian was what we sort of referred to as</p> <p>4 our data guy, and so he loves data and loves</p> <p>5 analyzing data, and this was June 5th again, 2010,</p> <p>6 the date of the gubernatorial recall election, and he</p> <p>7 was indicating that as of one p.m., our staff had</p> <p>8 received a number of contacts and he observes more</p> <p>9 than we did all day on May 8th, which was the primary</p> <p>10 election for the recall. And he's itemizing what the</p> <p>11 top categories of inquiries were, how they were</p> <p>12 categorized by our staff after we received them.</p> <p>13 Q And did he do this out of his own self-interest or</p> <p>14 was he asked to do this?</p> <p>15 A I don't know if he was asked to do that, although he</p> <p>16 may have been looking at the other email from</p> <p>17 Mr. Robinson. He had informed Director Kennedy that</p> <p>18 Brian Bell was keeping an eye on it and he would</p> <p>19 share preliminary information. So I assume that he</p> <p>20 had a conversation with Brian and asked him to</p> <p>21 provide that.</p> <p>22 Q And with respect to the information that Mr. Bell has</p> <p>23 provided, were there any conversations with the</p> <p>24 people on this email about those figures?</p> <p>25 MR. KAWSKI: Object to form.</p> <p style="text-align: right;">160</p>

<p>1 Q And I'm specifically meaning where he says voter 2 registration absentee ballots, do you see that list, 3 and then there's a number next to them? 4 A Yes. Was there a conversation about those numbers? 5 Q About the -- well, I'm not quite sure what this is. 6 Is this a result of the calls or a number of calls? 7 A So I believe what it is is Brian at one o'clock, he 8 would have access to the contact activity log. It's 9 a database and all the staff enters information and 10 so I believe he went into that log and said, okay, as 11 of this time, there's a drop-down menu where you 12 could classify each inquiry as to whether it had to 13 do with one of these categories, and he just picked 14 up the statistics about how many inquiries were 15 categorized by staff under each of those listed 16 categories. 17 Q And does this information at the -- well, did this 18 information tell you anything at the time? 19 A It's just an overall real general picture. As I 20 indicated earlier, we have not used that contact 21 activity log for a lot of heavy analysis. And so we 22 did not sit down on this Election Day and say, okay, 23 we have X number of calls having to do with observers 24 and change anything. 25 It was more just a way for us to keep in touch</p> <p style="text-align: right;">161</p>	<p>1 anything unusual going on. It was basically I think 2 a pretty standard spread of the types of inquiries 3 that we would expect. 4 Q Would you expect in 2012 to have -- so is that 80 a 5 whole number or is that a percentage? 6 A The way I read it is he's saying -- he's listing the 7 number of contacts in each of those categories and 8 then saying, okay, on May 8th, which was the primary 9 election, that's how many calls we received for that 10 category. And it's a little bit -- the other caveat 11 is that basing it on one o'clock, that one p.m., that 12 means that's what the staff has entered as of that 13 time. They might have a stack of messages that they 14 did not enter into the database. 15 Q Did you have any concerns when you saw the numbers, 16 especially let's say the voter registration number at 17 80? 18 A No, no particular concerns. 19 Q And no concerns about any of the other numbers? 20 A No. 21 Q Now, do you know -- look at the next page. Do you 22 know if -- this probably does not go with it, right? 23 Because we could just take off the top. 24 A So this is a printout of what is in the contact 25 activity log. So each contact would result in this</p> <p style="text-align: right;">163</p>
<p>1 with what is going on on the ground, and we would 2 have sort of ad hoc touch base meetings on any 3 Election Day to say, okay, what is the staff hearing, 4 are there consistent themes, things that we have to 5 correct or emphasize. So I think this was just 6 another way for Brian to try to quantify that. 7 Q But it just has, for example, voter registration, but 8 it doesn't tell you more than that, right? 9 A Correct. 10 Q So how is it, if it is, useful to you or how would it 11 be useful to you? 12 A Well, if he had, for instance, seen that 90 percent 13 of the calls had to do with election observers, we 14 would have maybe got our team together and say, hey, 15 what are you hearing, what can we do, is there 16 anything that we need to convey through the media, do 17 we need to contact clerks. 18 Similarly if we were seeing an extremely high 19 number of voting equipment concerns, we might have 20 reached out more to contact either clerks or the 21 voting equipment vendors to see if this was all 22 coming from one location or if it was widespread. So 23 those would be examples of what we might use it for. 24 Looking at these numbers here, I don't think we 25 would make any specific conclusion that there was</p> <p style="text-align: right;">162</p>	<p>1 type of information being recorded by our staff. I'm 2 sorry. You know what, looking at the title, that 3 looks like it came from our My Vote Wisconsin 4 website. So that's something different than the 5 contact activity log where voters could use that site 6 just to submit comments to the agency. The other 7 pages beyond that are printouts from the contact 8 activity log. 9 Q But not necessarily related to Mr. Bell's June 12th 10 first page? 11 A Right. You can see some of the dates on the other 12 pages indicate June 5th or 6th. So that would have 13 been in the week leading up to that election. 14 MS. WILSON: So why don't we do this 15 for -- if it's okay with Clay and I'll replace 16 it with a better -- can we just take off this 17 top and he doesn't need to -- I'm just 18 interested in the top one. 19 MR. KAWSKI: Oh, okay. So just so 20 it's clear, Exhibit 49 is just the top page? 21 MS. WILSON: It's just the top page. 22 Yeah. We'll just take that off. 23 Q Oh, you just committed a felony -- and I'll take that 24 back. 25 A Is this the advice of my counsel?</p> <p style="text-align: right;">164</p>

<p>1 Q Oh, okay. Now, this may be the same but hopefully 2 not. This is the next one. 3 (Exhibit 50 is marked for identification) 4 Q Sorry. I was supposed to say, Mr. Haas, I've handed 5 you Exhibit 50. Let me know when you're finished 6 reviewing it. 7 A Okay. 8 Q Have you seen this document before? 9 A Well, again it appears to be a number of documents 10 that are -- seem to be all related to election 11 observers or observing elections in 2012, but it's a 12 number of different documents. 13 Q Can I see that for a second? So what's attached -- 14 so this is from you, right, the email on the top from 15 Michael? 16 A Yes. 17 Q Okay. Michael Haas. August 7th, 2012. 18 A Right. 19 Q And attached -- and then it says attachments, 20 Wisconsin election -- what's Prot? 21 A Protection. 22 Q Protection, June 2012 recall report. So where does 23 the recall report end, if you know? 24 A Well, it looks like it's roughly 25 pages and then 25 there are some attachments. I don't know if the</p> <p style="text-align: right;">165</p>	<p>1 Q And had you been working with the legal coordinating 2 committee of Wisconsin Election Protection and the 3 lawyers committee for Civil Rights? 4 A They would normally contact our office usually before 5 partisan elections and the attorney, Ann Jacobs, is 6 one attorney who was involved in that effort, and 7 they would -- they would like to check in with us to 8 see what are topics that we think are sort of at the 9 top of the list of concerns or issues we were 10 following. 11 They would also sometimes share with us things 12 that they thought we should be paying attention to. 13 Attorney Jacobs also on occasion provides feedback 14 about things that we publish, which seems to be one 15 thing she addresses in her correspondence here, and 16 has suggestions for us about trying to improve the 17 effectiveness of those materials or how clear they 18 are to understand. 19 They consult with us because they have a lot 20 of -- they have volunteers that go to polling places 21 and they want to make sure in advance that whatever 22 T-shirts that those volunteers are wearing that they 23 do not violate the electioneering rules. So it was a 24 pretty regular occurrence that they would be in touch 25 with us, especially before partisan elections.</p> <p style="text-align: right;">167</p>
<p>1 attachments are part of the report or not. They 2 appear to be some election observer logs. 3 Q Do you recall if that was part of the report? 4 A I do not recall without looking at the report. 5 Q Okay. Let's do this just to make everybody's life 6 easier. I'm just going to ask you about the email 7 and the attached report and I'll fix that at a break. 8 Why did you send this to Allison and Meagan, the 9 election protection? 10 A So Allison is our training coordinator and Meagan is 11 our voter outreach election specialist, so I believe 12 I thought they would be interested in the 13 information. Allison from the perspective of are 14 there things we can glean that might be helpful in 15 our training of clerks and Meagan because she focuses 16 on communicating with voters and what their rights 17 are and what the rights of election observers are and 18 how it affects voters at the polling place, and it 19 also appears as though maybe they were going to 20 participate in a telephone conference with me and 21 with the attorney who sent us the report. 22 Q And do you recall any discussions with them about the 23 recommendations that are at Page 19 through 24? 24 A My guess is that we would have discussed it, but I 25 don't remember any specific conversation.</p> <p style="text-align: right;">166</p>	<p>1 Q So if you look at Page 19, they make some 2 recommendations relating to voter registration. On 3 the very top it says, the very first one is, "The GAB 4 should provide greater guidance and clarity as to 5 documents that are acceptable for registration." 6 Did you agree or disagree with that 7 recommendation? 8 A After some time, we eventually modified our list -- I 9 think a couple different times. We initially came up 10 with a list of acceptable proof of registration 11 documents and I think over time we would just expand 12 that as we thought of new examples, particularly in 13 the category of governmental documents that are 14 acceptable, and I think that's what this report 15 refers to. 16 So over time I think we would add to that list 17 either on our own at the suggestion of clerks or a 18 group like this, but I also remember specifically I 19 think this group and others thought it would be -- 20 and some clerks thought it would be helpful to have a 21 list of documents that were not acceptable for proof 22 of residence. 23 So I do clearly remember that at some point we 24 sort of changed course and decided we would go ahead 25 and try to come up with a list of documents that were</p> <p style="text-align: right;">168</p>

<p>1 not acceptable, which was -- we had initially said,</p> <p>2 no, we're not going to do that because that's the</p> <p>3 whole wide universe of everything, but we eventually</p> <p>4 came up with a list of documents that maybe more</p> <p>5 commonly people thought were acceptable but were not</p> <p>6 and then we published that. So I think in that way,</p> <p>7 we did agree with this recommendation.</p> <p>8 Q And it says, "On June 5th there were too many</p> <p>9 eligible voters turned away unnecessarily because the</p> <p>10 document they used to try to prove residency was not</p> <p>11 specifically identified on any list or because poll</p> <p>12 workers did not understand the document was</p> <p>13 acceptable."</p> <p>14 Do you recall any discussions about eligible</p> <p>15 voters being turned away on June 5th?</p> <p>16 A I think just in general because it's mentioned here</p> <p>17 that that was most likely a topic of our follow-up</p> <p>18 phone conference.</p> <p>19 Q And what do you recall about those discussions, if</p> <p>20 anything?</p> <p>21 A I don't recall anything specifically about it. I</p> <p>22 would speculate that they expressed their concern</p> <p>23 that that -- that they thought that that was</p> <p>24 happening and what could be done about it in the</p> <p>25 future.</p> <p style="text-align: right;">169</p>	<p>1 A Right.</p> <p>2 Q And the next one, that the GAB should require posting</p> <p>3 of DMV license/identification information, is that</p> <p>4 something within the GAB's control?</p> <p>5 A Well, we could direct clerks that that should be</p> <p>6 posted at polling places. I do not know if we've</p> <p>7 done that.</p> <p>8 Q And do you know if the GAB is intending to do that?</p> <p>9 A We have not discussed that recently, so I would say</p> <p>10 no. I should -- I actually -- there might be a form</p> <p>11 of that taking place because we try to publicize the</p> <p>12 DMV phone number that they have dedicated for those</p> <p>13 issues and so there may be places where that is</p> <p>14 posted at the polling place or at least available to</p> <p>15 the election inspectors.</p> <p>16 Q And the issue about corroboration should be restored,</p> <p>17 was that a recommendation that the GAB agreed with?</p> <p>18 A Well, we took it as a recommendation that would need</p> <p>19 to be taken up with the Legislature.</p> <p>20 Q Because the Legislature had gotten rid of</p> <p>21 corroboration, right?</p> <p>22 A Right.</p> <p>23 Q And do you know why they had gotten rid of</p> <p>24 corroboration?</p> <p>25 A I guess not specifically except that the idea was</p> <p style="text-align: right;">171</p>
<p>1 Q Did they have any hard numbers?</p> <p>2 A Not that I recall.</p> <p>3 Q And did you look into the issue about poll workers</p> <p>4 who did not understand the documents -- that the</p> <p>5 document was acceptable?</p> <p>6 A If we had specific examples, we would try to follow</p> <p>7 up with the clerk to make sure that -- to try to</p> <p>8 verify whether that happened and also to emphasize</p> <p>9 what should be corrected in the training for future</p> <p>10 elections.</p> <p>11 Q Did you ever have a concern that the training doesn't</p> <p>12 work as well as it should given that some of these</p> <p>13 seem to be recurring themes?</p> <p>14 MR. KAWSKI: Object to form.</p> <p>15 A I think it's something that we always talk about as</p> <p>16 far as our training program. As I mentioned, we have</p> <p>17 a wide variety of clerks and then it's a constantly</p> <p>18 changing population. So we have to try to make sure</p> <p>19 we're keeping people up to date but also reinforcing</p> <p>20 messages over and over.</p> <p>21 Q And on Page 20, this is the first one where it says,</p> <p>22 "GAB should allow electronic verification of proof of</p> <p>23 residency."</p> <p>24 That's what we talked about earlier, that that's</p> <p>25 going to happen, right?</p> <p style="text-align: right;">170</p>	<p>1 that everybody was required to have proof of</p> <p>2 residence and that would replace the possibility of</p> <p>3 having corroboration.</p> <p>4 Q Did that change make it harder for people to vote?</p> <p>5 MR. KAWSKI: Object to form.</p> <p>6 A I don't know. Again in theory it might make it</p> <p>7 harder for some people to register who did not have</p> <p>8 proof of residence, but I don't know how many people</p> <p>9 that would be.</p> <p>10 Q Was there ever any discussion that you had with</p> <p>11 either -- with GAB, with folks at GAB that there are</p> <p>12 particular populations who for economic reasons may</p> <p>13 not have access to IDs?</p> <p>14 MR. KAWSKI: Object to form.</p> <p>15 A I think that was part of the general discussion when</p> <p>16 we were sort of ramping up to figure out how to</p> <p>17 implement that given that we had a statutory mandate</p> <p>18 to reach out to voters who might have difficulty</p> <p>19 obtaining an ID. So we would try to identify what</p> <p>20 groups of people that would be.</p> <p>21 Q Is that mandate an ongoing mandate or just when the</p> <p>22 law was implemented?</p> <p>23 A It was part of the legislation and I think we took it</p> <p>24 as an ongoing mandate.</p> <p>25 Q But you would agree that having somebody corroborate</p> <p style="text-align: right;">172</p>

1 is a lot easier than going to the DMV and getting an  
2 ID, right?

3 MR. KAWSKI: Object to form.

4 A Assuming that you had somebody who would corroborate  
5 for you, that does not require getting additional  
6 documentation.

7 Q If you know, are the IDs at the DMV, are they free?

8 A Yes -- well, right. An individual can ask for a free  
9 ID to be used for voting purposes.

10 Q But if they don't ask, what happens?

11 A Then they would need to pay for the state ID. You  
12 know, somebody can go in and get a driver's license  
13 or they go in and get a state ID. They may be  
14 asked -- they may be obtaining a state ID for a lot  
15 of different reasons as a substitute to the driver's  
16 license, and it may not be specifically only for the  
17 purpose of voting. But the idea was if somebody  
18 needed an ID, a state ID for photo ID purposes, that  
19 they ought to be able to obtain one without paying  
20 for it.

21 Q But only if they asked for it?

22 A Correct.

23 Q And the underlying information for getting an ID if  
24 they don't have that, they have to pay for that,  
25 right?

173

1 A The underlying what?

2 Q You have to show some type of identification to get  
3 identification or even to get your license? You've  
4 got to fill out some forms, you might have to show  
5 certain documents, and getting those documents,  
6 copies of those documents cost money, don't they?

7 MR. KAWSKI: Object to form.

8 Q If you know.

9 A In some cases it does. In other cases it may not.  
10 The waiver process that's become part of the law now  
11 I think has tried to address some of those concerns.

12 Q Did the GAB put up on the website that you can get  
13 free IDs to vote?

14 A Yes.

15 Q Do you know if DMV has it anywhere that you can get a  
16 free ID to vote?

17 A I do not know for sure.

18 Q Is that something that was recommended to them by the  
19 GAB since you worked so closely together?

20 A I don't know for sure. It may have come up in  
21 conversations as to whether they would be willing to  
22 do it or whether they -- any branches do, but I don't  
23 recall specific conversation where we asked them to.

24 Q Then there's a recommendation that you improve  
25 training of chief inspectors statewide. Why

174

1 specifically the chief inspectors?

2 A Well, so chief inspectors are the poll worker who is  
3 in charge of each polling place, and so they're  
4 really setting the tone at that polling place and  
5 they are -- and the GAB is also responsible for  
6 directly providing training to chief inspectors like  
7 we are for clerks.

8 The other poll workers, the other election  
9 inspectors are trained by the clerk and so this is  
10 something that the GAB could control and chief  
11 inspectors are -- they are one step, I guess, further  
12 removed from the process than clerks are because they  
13 are doing this job maybe four days a year or two days  
14 a year. And so I think the concern was to make sure  
15 that chief inspectors were being consistently trained  
16 and maybe to improve the content of the training for  
17 chief inspectors.

18 Q But you offer training for the chief inspectors,  
19 right?

20 A Right, right.

21 Q And this second paragraph under improved training, it  
22 looks like they're asking specifically for training  
23 in terms of poll site and crowd management. Does the  
24 GAB not currently train with respect to poll site and  
25 crowd management?

175

1 A Well, first of all, I'd say in the paragraph above  
2 that, it talks about some other substantive things  
3 that they recommend we improve the training on.

4 As far as poll site and crowd management, that's  
5 a different type of conversation or training because  
6 it's not something that we can point to in the  
7 statutes and say you must do this and this and this.  
8 What we've tried to do is maybe encourage best  
9 practices and help to brainstorm for what some new  
10 ideas might be, but I don't think for chief  
11 inspectors -- I don't know for sure, but I don't  
12 think we've had any specific training on crowd  
13 management and how to lay out the poll sites except  
14 for some general recommendations.

15 Q Do you know what is meant when you say "training is  
16 necessary on substantive issues," this is in the  
17 first paragraph, "especially the registration issues  
18 that have profoundly changed in the past year" --  
19 we've talked about a little bit of that -- "such as  
20 ensuring that chiefs understand the difference  
21 between providing a driver's license number to  
22 register and displaying the license as identification  
23 or between a voter certifying he or she has lived in  
24 a location or" -- I guess that must be before 28 days  
25 and having to show a 28-day old document as proof of

176



<p>1 residency.</p> <p>2 Were some of those issues during -- that came up</p> <p>3 that prevented people from voting?</p> <p>4 A Well, I don't know necessarily for preventing people</p> <p>5 from voting, but they're just issues that arose and</p> <p>6 apparently their observers found that some chief</p> <p>7 inspectors had not like really internalized what</p> <p>8 those changes were.</p> <p>9 Q But those are changes that the GAB had spent time</p> <p>10 training, time and money training the chiefs on,</p> <p>11 isn't that right?</p> <p>12 A Yes.</p> <p>13 Q And where it says improve poll worker training, it</p> <p>14 says, "Some, but not all, municipalities require poll</p> <p>15 worker training before every election."</p> <p>16 I understood that the GAB required training in</p> <p>17 the municipalities.</p> <p>18 A So we -- under the statutes and administrative rules,</p> <p>19 there are specific training requirements, a number of</p> <p>20 required hours for clerks and for chief inspectors.</p> <p>21 What we refer to as regular poll workers or regular</p> <p>22 election inspectors, they're required to have</p> <p>23 training, but there's no specific number of hours and</p> <p>24 the training is left up to the municipal clerk. And</p> <p>25 sometimes the municipal clerk will rely partly on the</p> <p style="text-align: right;">177</p>	<p>1 working at one time.</p> <p>2 Q Does the GAB make a recommendation about that,</p> <p>3 though, like in high turn-out elections where the</p> <p>4 lines get very long and people are trying to vote?</p> <p>5 A Well, I think what we try to do in general is to</p> <p>6 remind clerks to prepare for that, and there's a</p> <p>7 number of ways that they can -- solutions or options</p> <p>8 that they can use. But we have not mandated any</p> <p>9 particular number of staff or any particular option</p> <p>10 that they have to adopt.</p> <p>11 Part of it is just a recognition again of just</p> <p>12 widely varying circumstances and one clerk's idea</p> <p>13 might work in one location and not in another for</p> <p>14 some reason and that's part of running the elections</p> <p>15 at the municipal level. And there isn't any</p> <p>16 statutory requirement that we can fall back on and</p> <p>17 point to to say this is what you have to have.</p> <p>18 Q There were complaints, not necessarily talking about</p> <p>19 Wisconsin, in the 2012 election about long lines in</p> <p>20 many areas of the country. Some of the criticism was</p> <p>21 directed at long lines in ethnic communities. Has</p> <p>22 Wisconsin experienced that problem?</p> <p>23 MR. KAWSKI: Object to form.</p> <p>24 A As I said earlier, I think in general long lines have</p> <p>25 not been a problem throughout the state. There are</p> <p style="text-align: right;">179</p>
<p>1 county clerk or another clerk to help them with that</p> <p>2 training.</p> <p>3 Q And did the GAB adopt the suggestion about increasing</p> <p>4 the poll worker staffing levels where it says high</p> <p>5 turn-out sites and sites with large number of same</p> <p>6 day registrants should have increased staffing and</p> <p>7 then it goes on to say given the complexities of the</p> <p>8 new registration requirements, the process of same</p> <p>9 day registration similarly takes longer, do you see</p> <p>10 that?</p> <p>11 A Right.</p> <p>12 Q Did the GAB adopt increased staffing levels?</p> <p>13 A Well, I think what we tried to communicate is what</p> <p>14 are some of the options for accommodating lines in</p> <p>15 larger turnout. So options like being able to have</p> <p>16 split shifts, so it maybe would have election</p> <p>17 inspectors who were not there for the full day and</p> <p>18 maybe committing more people to certain times of the</p> <p>19 day when you expect larger turnout.</p> <p>20 Often the poll books are split by sections of</p> <p>21 the alphabet to try to decrease the lines. There</p> <p>22 isn't any particular formula that I'm aware of to</p> <p>23 determine the number of staff that should be used,</p> <p>24 but those are all local decisions about how many</p> <p>25 inspectors are going to be -- that they will have</p> <p style="text-align: right;">178</p>	<p>1 places where lines have been longer in higher</p> <p>2 population areas, but I mean also as I indicated,</p> <p>3 sometimes those lines would appear more at the</p> <p>4 in-person absentee voting rather than on Election</p> <p>5 Day.</p> <p>6 Q How about in predominantly African-American</p> <p>7 communities?</p> <p>8 MR. KAWSKI: Object to form.</p> <p>9 A So the places I recall hearing stories about lines I</p> <p>10 think for the most part would be Madison, Milwaukee,</p> <p>11 maybe Racine. You know, at various times and various</p> <p>12 elections.</p> <p>13 Q And I don't know those communities. So what are the</p> <p>14 demographics of Racine, for example?</p> <p>15 A I don't know specific numbers, but they have a</p> <p>16 significant minority population in Racine, certainly</p> <p>17 in Milwaukee. I've actually participated in the</p> <p>18 in-person absentee voting in Madison, and compared to</p> <p>19 other communities in Wisconsin, it is more diverse,</p> <p>20 but certainly not as much as places like Milwaukee or</p> <p>21 Racine.</p> <p>22 Q And is there in Milwaukee or Racine, are the clerks</p> <p>23 given any special training or additional training</p> <p>24 given the high minority populations?</p> <p>25 MR. KAWSKI: Object to form.</p> <p style="text-align: right;">180</p>

1 A So I guess I'd address Racine first, and specifically  
2 in 2012 they had issues that got a lot of public  
3 attention during the recall elections, and so we did  
4 provide some additional focus on Racine heading into  
5 the fall elections. We had conversations with the  
6 clerk and with the mayor brainstorming about how to  
7 recruit more election inspectors because that was  
8 really the root of the problem is not having enough  
9 people to do the job, and there were some mistakes  
10 made that again got a lot of attention because it  
11 involved the recall elections.

12 There were stories about ballot bags being, you  
13 know, kind of left open and accessible and not being  
14 secured. And so we went through a pretty significant  
15 effort to pay attention to Racine for the fall  
16 elections, and what we heard is that that paid off in  
17 the fall, that they had much fewer problems.

18 And it's not unusual, we've gone into a number  
19 of election cycles where we say, okay, are we hearing  
20 about specific problems in communities, do we need to  
21 target certain communities that we want to be in  
22 closer contact with for one reason or the other. So  
23 in that election cycle, Racine was one of those  
24 communities.

25 Milwaukee, we have pretty frequent contact with

181

1 Milwaukee. Instead of a clerk, they have an election  
2 commission, and so they have a staff which includes  
3 an executive director, and so I'm in touch with him  
4 pretty frequently on an ongoing basis. They have a  
5 challenge that other municipalities do not because  
6 they're the only city in Wisconsin that has to comply  
7 with Section 203 and provide voting materials in the  
8 Spanish language. And so we worked with them quite a  
9 bit.

10 They've had a lot of contact with the U.S.  
11 Department of Justice, and that's been again another  
12 sort of specific project we've had specific to that  
13 community that we've tried to assist them with. They  
14 have a challenge of having to recruit and train many  
15 more election inspectors than any other municipality,  
16 and I don't know how many inspectors they have  
17 exactly, but they have, I think, over a couple of  
18 hundred polling places in the city.

19 So it's a big effort and they have challenges  
20 that no other city has just logistically getting the  
21 supplies out to all these polling places, getting the  
22 ballots out and training election inspectors. And  
23 they -- so they will contact us if they're seeing  
24 issues or problems or have questions. It's not  
25 unusual.

182

1 Q Are they given any additional funds by the  
2 Legislature because they have these unique problems?  
3 A No. Not that I'm aware of.  
4 Q If we turn to Page 23, do you recall any discussions  
5 about the voter ID cause for concern section where  
6 they say, "We are extremely concerned that should  
7 court injunctions be lifted, it will add another  
8 confusing layer of requirements for chiefs, clerks,  
9 poll workers and voters; will be cumbersome to  
10 administer and add to long" -- lines times and  
11 polls -- "and will be more likely to result in  
12 eligible voters being denied the right to vote than  
13 in preventing voter fraud -- a problem that continues  
14 to be alleged but still has not been proven."

15 Do you recall any discussions?

16 A I'm sure we talked to this group and others about it,  
17 that that was a concern that was being raised.

18 Q And is this something that the GAB can tackle, or is  
19 this an issue for the Legislature?

20 A You mean the potential confusion or --

21 Q The confusion, the cumbersomeness, the long lines,  
22 the eligible voters being denied the right to vote.  
23 Were there any specific discussions, if you can  
24 recall, about any of those issues?

25 A I'm sure there were just in the context of our

183

1 preparations for implementing the photo ID law. All  
2 of that went into why are we doing this and what can  
3 we do to help educate election workers and voters.  
4 Q Mr. Haas, your view is that you haven't -- that there  
5 hasn't -- and correct me if I'm wrong, that there  
6 hasn't been sufficient -- a sufficient election cycle  
7 maybe to know whether or not the voter ID laws and  
8 other changes made to the election laws are going to  
9 reduce voter turnout, did I get that right?

10 A Right. I guess I would not feel comfortable making  
11 any conclusions about whether there's been that  
12 impact yet based on the lack of experience we've had  
13 with all of these laws being in place for a high  
14 turn-out election.

15 Q But given your years of experience and what you  
16 call -- what you've already said is the complexity  
17 and the specificity of the laws and given the number  
18 of laws that have been changed since 2011 and on top  
19 of that the GAB's no longer going to exist before the  
20 2016 election, you have no public announcement  
21 outreach on the voter ID since it's been back since  
22 March and a number of other factors we've talked  
23 about today, have you no opinion about whether or not  
24 it's going to impact the 2016 election --

25 MR. KAWSKI: Object to form.

184

1 Q -- given your --	1 referring to this specific document.
2 MS. WILSON: You can object in a	2 Q Okay.
3 second.	3 A We do have the website for My Vote Wisconsin at the
4 Q Given your experience and knowledge in this area?	4 end of the document, but I think we've also used it
5 MR. KAWSKI: Object to form.	5 in our training of election officials as well.
6 A You know, I really would not be confident making a	6 Q Have you ever used something like this in a public
7 prediction. I think we have really identified what	7 service announcement?
8 the potential risks and impacts are, but there's some	8 A You know, I don't think the public service
9 really things that are not knowable at this point and	9 announcements talk about electronic proof of
10 primarily how motivated are voters to vote in any	10 residence because they really focus on the voter ID
11 particular election, and it's really difficult to	11 law rather than registration.
12 compare turnout from one election to another because	12 Q Do you know whether or not this electronic proof of
13 you have different candidates, you have voters that	13 residence for voter registration is sent to any
14 may or may not be motivated, and our mantra at the	14 organizations, any kind of other public outreach?
15 GAB is often we like to be able to rely on facts and	15 A It may be something that we have included in some
16 data and I just don't think that there's been enough	16 in-person registrations, and we would certainly
17 that we've seen that we can be confident making that	17 provide it if we were asked to.
18 direct link yet.	18 Q Now, Mr. Haas, you're -- based on your knowledge and
19 MS. WILSON: Okay. I think what we'll	19 experience, you're pretty familiar with the different
20 do is what we did with the last document, Clay.	20 changes that have occurred in Wisconsin election law,
21 So Exhibit 50 is going to be the top of the	21 right?
22 email and the attachment going to Page 25.	22 A Uh-huh, yes.
23 MR. KAWSKI: I'll remove that portion	23 Q And you said that you skimmed, I think, the amended
24 then. Do you want this part back then?	24 complaint?
25 MS. WILSON: Yeah, sure. Too late to	25 A Yes, I'm sorry. Sometime when it was initially
185	187
1 save a tree.	1 filed, yes.
2 (Exhibit 51 is marked for identification)	2 Q Okay. Does the GAB always when it comes to an
3 Q I am handing you or you've been handed what's been	3 election law change get an opportunity to opine upon
4 marked Exhibit 51. Take a look at it. It's a	4 the changes before they happen?
5 two-page document entitled Electronic Proof of	5 A Yes, we would at a public hearing of the committee
6 Residence for Voter Registration. Let me know when	6 that the law -- that the bill is in.
7 you're finished looking at it.	7 Q So let's talk a little bit about -- we were talking
8 A Okay.	8 before about how the GAB tries to be very cautious
9 Q Have you seen this document before?	9 about using the term early vote versus in-person
10 A Yes.	10 absentee voting, right?
11 Q Is this the document that you were referring to	11 A Yes.
12 earlier that can be found on myvotewisconsin.com or	12 Q Okay. But I've seen, and I'm sure you have, too,
13 myvote.wi.gov?	13 documents which talk about "early voting," and I
14 A I'm not sure that -- I don't think I was referring to	14 think what is meant is in-person absentee voting,
15 this document.	15 right?
16 Q Okay. Well, tell me, what is this document?	16 MR. KAWSKI: Object to form.
17 A So this is one of our -- it's a document we produced	17 A If you've seen documents, I think if we have used the
18 at the GAB to inform voters and, frankly, clerks and	18 term in our documents, we would try to make sure we
19 election inspectors about the decision to permit the	19 clarify what we're meaning by early voting.
20 use of an electronic version of proof of residence to	20 Q And you said earlier that that -- trying to do that
21 register to vote, and so we tried to encapsulate the	21 clarification might have caused some confusion.
22 main points in a format that was easy to understand.	22 A Well, I think that we had some assertion by somebody
23 Q Then where can this be found usually, if you know?	23 that it may have caused confusion. And I think I
24 A Well, it may very well be posted on My Vote	24 also said that for most people that think of
25 Wisconsin. It's just this -- I don't think I was	25 in-person absentee voting in Wisconsin, they just
186	188

<p>1 call it early voting, and they are not as particular</p> <p>2 about what that means.</p> <p>3 And so sometimes by the fact that we use the</p> <p>4 term in-person absentee voting, that may create some</p> <p>5 confusion that did not exist if we would just simply</p> <p>6 give up and call it early voting like the rest of the</p> <p>7 world does.</p> <p>8 Q Did the in-person absentee voting, has that changed</p> <p>9 since 2011?</p> <p>10 A Yes, yes.</p> <p>11 Q And how did it change?</p> <p>12 A The hours that in-person absentee voting could occur</p> <p>13 changed through legislation.</p> <p>14 Q Was it reduced, the time?</p> <p>15 A The number of hours were, yes.</p> <p>16 Q Do you know why?</p> <p>17 A Because the Legislature decided that there should be</p> <p>18 more consistent availability for the opportunity to</p> <p>19 conduct in-person absentee voting throughout the</p> <p>20 state. That was one of the reasons I think that was</p> <p>21 proposed or that was stated.</p> <p>22 Q How does it do that given that reason?</p> <p>23 A Because in-person absentee voting can now occur only</p> <p>24 during weekdays on the two weeks prior to the</p> <p>25 election and only during certain hours, and</p> <p style="text-align: right;">189</p>	<p>1 ballot mailed to them or to vote on Election Day.</p> <p>2 Q But what's the election administration benefit there?</p> <p>3 Like what's the interest? What's the benefit?</p> <p>4 MR. KAWSKI: Objection, asked and</p> <p>5 answered.</p> <p>6 THE WITNESS: Do you want me to answer</p> <p>7 or not?</p> <p>8 Q Yeah.</p> <p>9 MR. KAWSKI: Go ahead and answer</p> <p>10 again.</p> <p>11 A Again I think that the things that were identified</p> <p>12 were trying to make it consistent throughout the</p> <p>13 state, make the opportunity to vote consistent</p> <p>14 throughout the state so that -- again this is an</p> <p>15 argument that was made, that voters in one community</p> <p>16 did not feel that they were being slighted or did not</p> <p>17 have the same opportunity as voters at another</p> <p>18 community.</p> <p>19 One administrative benefit would be for some</p> <p>20 clerks -- some clerks like the fact that in-person</p> <p>21 absentee voting ends on the Friday before the</p> <p>22 election because then they could focus on preparing</p> <p>23 for Election Day. Prior to that law, in-person</p> <p>24 absentee voting could take place up to the day before</p> <p>25 the election, and we received a lot of concerns from</p> <p style="text-align: right;">191</p>
<p>1 therefore, one municipality cannot offer its voters</p> <p>2 the opportunity to do that type of voting on a</p> <p>3 weekend or prior to the third Monday before an</p> <p>4 election where ballots may be available or in evening</p> <p>5 hours beyond 7 o'clock at night, I believe.</p> <p>6 Q So nobody can offer -- so no one can offer in-person</p> <p>7 absentee voting on a weekend?</p> <p>8 A Correct.</p> <p>9 Q Did the GAB come out with a position -- not with a</p> <p>10 position, I'm sorry. Did the GAB make any comments</p> <p>11 to the Legislature about taking away weekend</p> <p>12 in-person absentee voting?</p> <p>13 A I'd have to look at the public testimony that we</p> <p>14 offered. I wouldn't be surprised if we testified</p> <p>15 about what we thought about issues that we just</p> <p>16 thought the Legislature should consider and the</p> <p>17 impact that it might have.</p> <p>18 Q But doesn't taking away weekend -- the ability to</p> <p>19 vote on the weekend impact a fair number of people</p> <p>20 who have -- you know, work weekday jobs?</p> <p>21 MR. KAWSKI: Object to form.</p> <p>22 A Well, I think it impacts everybody. If they're</p> <p>23 occupied during the week and that's the only option,</p> <p>24 they would not have the option to vote in-person</p> <p>25 absentee, they would not have the option to have a</p> <p style="text-align: right;">190</p>	<p>1 clerks when in-person absentee voting became more</p> <p>2 popular that they would finish a full day of voting,</p> <p>3 administering voting on Monday, and they had to turn</p> <p>4 around and get ready for Election Day that night.</p> <p>5 So at least as far as the weekend before the</p> <p>6 election, I think that that's one benefit that was</p> <p>7 identified.</p> <p>8 Q And did you get information from the public or voters</p> <p>9 that by taking away weekend voting, it affects their</p> <p>10 ability to -- impacts their ability to vote?</p> <p>11 A I think we probably heard that in some phone calls</p> <p>12 and maybe some public comments that people offered at</p> <p>13 our board meetings, and again all we could really do</p> <p>14 is say that's a decision for the Legislature.</p> <p>15 Q Let me just ask you this. We've already agreed there</p> <p>16 have been a number of changes in election laws,</p> <p>17 right, and we've already agreed that you have, for</p> <p>18 lack of a better word, a certain amount of experience</p> <p>19 and knowledge, and I don't want to use the word</p> <p>20 expertise because that means something in the law, as</p> <p>21 you know, but familiarity, let me use that word. Of</p> <p>22 the changes in the law given what you know about how</p> <p>23 people vote and how they live their lives, do you</p> <p>24 find none of the changes problematic?</p> <p>25 MR. KAWSKI: Object to form.</p> <p style="text-align: right;">192</p>

<p>1 A I guess I'm not sure what you mean by problematic.</p> <p>2 Problematic for the date --</p> <p>3 Q The voter.</p> <p>4 A Oh, for the voter?</p> <p>5 MR. KAWSKI: Same objection.</p> <p>6 A There clearly have been voters who have said that</p> <p>7 it's problematic for them. And so if it's</p> <p>8 problematic for them, it's something that we want to</p> <p>9 pay attention to to try to reduce or eliminate the</p> <p>10 problem. And so it's something we need to pay</p> <p>11 attention to.</p> <p>12 Q But I mean you as the professional, you as the person</p> <p>13 charged with the running an organization where 25</p> <p>14 people, 26 people report to you, you're in charge of</p> <p>15 educating the public, educating the clerks, do you</p> <p>16 not find any of these changes and the number of</p> <p>17 changes, the complexity of some of the changes, you</p> <p>18 the professional, you don't find any of that</p> <p>19 problematic --</p> <p>20 MR. KAWSKI: Object to form.</p> <p>21 Q -- for the voter?</p> <p>22 MR. KAWSKI: Object to form.</p> <p>23 A So I think and maybe a part of my view is influenced</p> <p>24 by the fact that we've become a little bit used to</p> <p>25 the amount of changes and maybe my answer seven or</p> <p>193</p>	<p>1 Q Let's turn to there was -- we talked about that. Do</p> <p>2 you recall -- just one more question about the</p> <p>3 elimination of the weekend voting. Do you recall any</p> <p>4 clerks speaking with the GAB about them not wanting</p> <p>5 there to be an elimination of the weekend voting?</p> <p>6 A I recall getting comments both in our office and</p> <p>7 hearing them in public testimony that some clerks</p> <p>8 thought they preferred to keep the flexibility that</p> <p>9 they had, and that occurred not only with this bill,</p> <p>10 but when we had the discussions about early voting,</p> <p>11 that topic came up as well about when it could be</p> <p>12 offered, when it could not be offered.</p> <p>13 And there was an earlier version of the bill</p> <p>14 that passed that I think restricted even further what</p> <p>15 hours could be offered, and there was an amendment to</p> <p>16 it I believe that it did not limit the number of</p> <p>17 hours. I believe it was restricted to 40 hours a</p> <p>18 week or something like that, and that restriction was</p> <p>19 removed. So there were certain clerks that expressed</p> <p>20 their concern.</p> <p>21 Q And do you know from any conversations with the</p> <p>22 Legislature why the change in the limit of times for</p> <p>23 in-person absentee voting from 8 a.m. to 7 p.m.? Is</p> <p>24 that the same set -- is that the same as what we</p> <p>25 talked about before, to make it uniform, so-called</p> <p>195</p>
<p>1 eight years in would be different than it would be if</p> <p>2 this is my first or second year sort of in the</p> <p>3 election field.</p> <p>4 So I think we have and within our agency</p> <p>5 conditioned ourselves to say we're not -- we're going</p> <p>6 to focus on solving the problem and we know those</p> <p>7 concerns are out there and all we can do is the best</p> <p>8 we can do and whether -- as I alluded to earlier, a</p> <p>9 small percentage -- sometimes a small percentage of</p> <p>10 problems or voters who are affected monopolize a</p> <p>11 large percentage of our time and so we just have to</p> <p>12 allocate as best we can how we prioritize issues and</p> <p>13 our efforts and our staff, and I think the clerks</p> <p>14 went through a two or three-year period of sort of</p> <p>15 one shock after another of political developments --</p> <p>16 the statewide recount and recalls for two consecutive</p> <p>17 years, the statewide recall, some recounts of those</p> <p>18 recall elections, photo ID law, a lot of different</p> <p>19 changes, and some -- I think some, both in our office</p> <p>20 and the clerks, feel like they've sort of been</p> <p>21 through the gauntlet and feel like they've taken that</p> <p>22 on and adjusted and they're more inclined to accept</p> <p>23 that there's going to be continual changes in the</p> <p>24 election laws and we just have to do our best to help</p> <p>25 the voters adjust to those changes.</p> <p>194</p>	<p>1 uniform?</p> <p>2 A Make it uniform throughout the state, right, but</p> <p>3 trying to allow some flexibility so there would be</p> <p>4 some evening hours available.</p> <p>5 Q 7 o'clock, huh? You can tell I live in a different</p> <p>6 place because 7 o'clock is barely -- we talked a</p> <p>7 little bit about corroboration before. Do you recall</p> <p>8 any discussions with any legislator about -- I'm</p> <p>9 sorry, withdrawn.</p> <p>10 Did the GAB take a position on the elimination</p> <p>11 of corroboration? I withdraw that one too.</p> <p>12 Did the GAB express a view to the Legislature</p> <p>13 about eliminating corroboration?</p> <p>14 A I'm sure it was addressed in the public testimony. I</p> <p>15 just don't specifically know. Again that would have</p> <p>16 been something where we were testifying for</p> <p>17 information and not for or against the bill.</p> <p>18 So I think we would have tried to highlight if</p> <p>19 there were any administrative issues that we</p> <p>20 anticipated.</p> <p>21 Q In any of the changes since 2011, the GAB has not</p> <p>22 testified for or against the bill, right? Or am I</p> <p>23 wrong?</p> <p>24 A Well, there's I know at least one example, I don't</p> <p>25 know if I mentioned earlier, but there's a bill</p> <p>196</p>

<p>1 pending which would authorize online registration.</p> <p>2 Q Right.</p> <p>3 A And that's one where our board formally took a vote</p> <p>4 in support of that.</p> <p>5 Q Right.</p> <p>6 A And so that's one where we've offered testimony. We</p> <p>7 testified in favor of that. I think just recently I</p> <p>8 provided testimony on a bill having to do with the</p> <p>9 training cycles for clerks and other election</p> <p>10 officials, and the board had gone on record</p> <p>11 supporting that as part of our legislative agenda,</p> <p>12 although not the specific bill, so we felt like we</p> <p>13 were able to testify in support of that.</p> <p>14 Q But the GAB being a supporter of a particular bill in</p> <p>15 those examples you gave, the two examples, that's the</p> <p>16 exception, not the rule, right?</p> <p>17 A Yes, yes.</p> <p>18 Q Why are those two circumstances different?</p> <p>19 A Only because our board took a vote specifically on</p> <p>20 those proposals or on the concepts. And our board</p> <p>21 because it only meets several times a year, they</p> <p>22 don't always have the opportunity to meet while a</p> <p>23 bill is pending and take a vote on whether or not to</p> <p>24 support it.</p> <p>25 Q The voter ID bill was raised by the Legislature a</p> <p style="text-align: right;">197</p>	<p>1 Q I'm just curious. Why would someone want to present</p> <p>2 an ID?</p> <p>3 A I think the theory was that they felt strongly</p> <p>4 everybody needed to present a photo ID and they</p> <p>5 wanted to demonstrate how it could be done.</p> <p>6 Q Gotcha.</p> <p>7 A And that they were willing to be subject to that</p> <p>8 requirement and that they felt that that would</p> <p>9 inspire more confidence in the integrity of the</p> <p>10 election.</p> <p>11 Q And there was also a change about requiring</p> <p>12 documentation of proof of residence while registering</p> <p>13 except for overseas and military voters, right?</p> <p>14 A Right.</p> <p>15 Q And do you recall when that occurred?</p> <p>16 A I think that was part of the 2013 legislative</p> <p>17 session.</p> <p>18 Q Do you recall whether or not the GAB gave testimony</p> <p>19 to the Legislature about that provision?</p> <p>20 A I'm sure we did, yeah.</p> <p>21 Q Would all of your -- let me ask you this. Would all</p> <p>22 of your testimony on these various changes of the</p> <p>23 bill, is that all public record?</p> <p>24 A Yes.</p> <p>25 Q And is it kept up on your website, or is it something</p> <p style="text-align: right;">199</p>
<p>1 number of times, right, over the years?</p> <p>2 A Yes.</p> <p>3 Q Has the board ever taken a position on the voter ID</p> <p>4 bill, any voter ID bill?</p> <p>5 A No. Before the law was enacted, we had some</p> <p>6 individuals come to the board and specifically ask</p> <p>7 the board several times to support a photo ID law.</p> <p>8 Some people wanted the GAB to enforce a photo ID</p> <p>9 requirement without any statute, and I remember</p> <p>10 eventually that topic was placed on the board meeting</p> <p>11 as a separate agenda item so we could address those</p> <p>12 concerns and we provided a staff report, which the</p> <p>13 board adopted, and essentially the position was that</p> <p>14 this is a policy decision for the Legislature and</p> <p>15 more specifically there were people who wanted to be</p> <p>16 able to voluntarily provide a photo ID when they got</p> <p>17 to the table and they wanted the GAB's blessing on</p> <p>18 that process and we recommended and the board said,</p> <p>19 no, that's not allowed because that has the potential</p> <p>20 for confusing people who might be in line and who</p> <p>21 might be hearing, overhearing that there's a photo ID</p> <p>22 requirement or misinterpreting what the law is.</p> <p>23 So the board went on record saying that that was</p> <p>24 not to be allowed at polling places, and that was</p> <p>25 maybe a year or two before the law actually passed.</p> <p style="text-align: right;">198</p>	<p>1 that one would have to ask for in the Freedom of</p> <p>2 Information Act?</p> <p>3 A No. We usually post it all. On our website, I think</p> <p>4 there's a tab for news and notices and Reid Magney</p> <p>5 tries to post all the public testimony that we</p> <p>6 provide.</p> <p>7 Q And that's over the years, or is it archived</p> <p>8 somewhere else?</p> <p>9 A As far as I know, it's just accumulated over the</p> <p>10 years since the GAB started in 2008.</p> <p>11 Q Okay. There was also a change in requiring college</p> <p>12 administrators to provide proof of U.S. citizenship</p> <p>13 on dorm lists that college students may use to</p> <p>14 register. Did the GAB discuss that with the</p> <p>15 Legislature?</p> <p>16 A I believe that was part of our testimony on the bill</p> <p>17 as well, on the photo ID bill.</p> <p>18 Q And did the GAB think that it was going to cause any</p> <p>19 difficulties?</p> <p>20 A I don't recall specifically what we said. I would</p> <p>21 imagine that we just highlighted it as a change that</p> <p>22 could be significant. I think what we learned after</p> <p>23 the law was passed is that most universities and</p> <p>24 colleges were not willing to provide that list with</p> <p>25 the citizenship requirement because they had their</p> <p style="text-align: right;">200</p>



<p>1 own privacy concerns, and I don't know if we knew</p> <p>2 that at the time we testified or not. But I think</p> <p>3 the result of that is that less colleges and</p> <p>4 universities used that dorm list than may have in the</p> <p>5 past.</p> <p>6 Q And was part of the reason for that that there was</p> <p>7 some issue with federal law?</p> <p>8 A I believe so.</p> <p>9 Q So do you know the number of colleges that actually</p> <p>10 abide by this provision?</p> <p>11 A That use -- issue the dorm lists?</p> <p>12 Q Um-hum, yes.</p> <p>13 A I'm not aware of any for sure that do. I'm pretty</p> <p>14 confident that the UW Systems colleges and</p> <p>15 universities, I think there are 26 of those</p> <p>16 institutions, they do not. At one point I heard that</p> <p>17 maybe some private college was, but I don't recall</p> <p>18 which one. And our sense is that it's not widely</p> <p>19 used, if at all.</p> <p>20 Q And did the Legislature make a change given that it's</p> <p>21 not widely used, if at all?</p> <p>22 A No.</p> <p>23 Q There was also a change by eliminating the</p> <p>24 requirement that special registration deputies be</p> <p>25 appointed at high schools. Do you recall that?</p> <p style="text-align: right;">201</p>	<p>1 A -- if we were not supporting the bill, sometimes the</p> <p>2 authors of the bill would take that as taking a</p> <p>3 position against it even though we were simply trying</p> <p>4 to identify issues.</p> <p>5 Q Is there anywhere in the GAB where you keep the</p> <p>6 results of when you testify or speak to the</p> <p>7 Legislature and whether or not they adopt -- let's</p> <p>8 say, for example, you make a recommendation for a</p> <p>9 tweak in the law or a change in what they're</p> <p>10 proposing. Do you keep that anywhere, whether or not</p> <p>11 the Legislature agreed with you, didn't agree with</p> <p>12 you?</p> <p>13 A No.</p> <p>14 Q Do you have any sense in the job that you have</p> <p>15 currently whether or not the GAB has any influence</p> <p>16 with the Legislature on the election laws?</p> <p>17 A In some cases. I just testified last week, I think,</p> <p>18 on a bill and the committee acknowledged the concerns</p> <p>19 that we raised. There was a bipartisan bill, and we</p> <p>20 had a follow-up phone conference with the author and</p> <p>21 some other individuals, and there's going to be an</p> <p>22 amendment introduced to fix those concerns.</p> <p>23 You know, as far as influence where the</p> <p>24 Legislature says, yeah, we will adopt what you're</p> <p>25 suggesting, if it's -- I think that if it's in</p> <p style="text-align: right;">203</p>
<p>1 A Yes.</p> <p>2 Q And in talking to the Legislature, do you know the</p> <p>3 reason for that?</p> <p>4 A No, not specifically, no.</p> <p>5 Q Is there any election administration interests that</p> <p>6 could be gleaned from eliminating the requirement</p> <p>7 that special registration deputies be appointed at</p> <p>8 high schools?</p> <p>9 MR. KAWSKI: Object to form.</p> <p>10 A I guess one that I could only speculate on is trying</p> <p>11 to either centralize or focus the registration</p> <p>12 process in fewer places, which might lead to better</p> <p>13 control of it. But that's just speculation.</p> <p>14 Q Has it led to better control?</p> <p>15 MR. KAWSKI: Object to form.</p> <p>16 A I have no idea.</p> <p>17 Q And did the GAB take -- not take a position, but did</p> <p>18 the GAB speak on that issue to the Legislature?</p> <p>19 A I would have to check if it was in our testimony.</p> <p>20 And again it may have been just simply to highlight</p> <p>21 what's in the current law and what would change and</p> <p>22 again without taking a position, although sometimes</p> <p>23 our testimony when we would say we are simply</p> <p>24 providing information --</p> <p>25 Q Right.</p> <p style="text-align: right;">202</p>	<p>1 general, as a general statement, if it's a policy</p> <p>2 decision, policy/political decision, if our concerns</p> <p>3 are viewed in that lens, generally they don't have a</p> <p>4 lot of impact as far as changing the bill.</p> <p>5 If they're convinced that they are things that</p> <p>6 can make the administration go more smoothly, then</p> <p>7 they might be more inclined to address them within</p> <p>8 the bill.</p> <p>9 Q The other changes that they -- the Legislature</p> <p>10 eliminated the requirement that in certain</p> <p>11 circumstances special registration deputies be</p> <p>12 appointed at or sent to private high schools or</p> <p>13 tribal schools, is that right?</p> <p>14 A Yes.</p> <p>15 Q Do you know the reason for that elimination?</p> <p>16 A No.</p> <p>17 Q Do you recall whether the GAB commented on that?</p> <p>18 A I don't. That I think in the context of all the</p> <p>19 other legislative changes, I don't think that got a</p> <p>20 lot of attention. We may have testified about it,</p> <p>21 but I don't recall specifically.</p> <p>22 Q Was there any election administration interest in</p> <p>23 eliminating the special registration deputies be</p> <p>24 appointed or sent to private schools or tribal</p> <p>25 schools?</p> <p style="text-align: right;">204</p>

1 MR. KAWSKI: Object to form.	1 or SRDs, right?
2 A Again speculating the one issue we've heard over the	2 A Yes.
3 years is that some individuals or groups or clerks	3 Q Did the GAB take a view of that?
4 even are not real crazy about having any special	4 A I'm guessing that we provided testimony. Again I'm
5 registration deputies because they feel that there	5 kind of guessing that Kevin Kennedy would have been
6 tend to be errors in the voter registration forms	6 the one to provide that or else I would have had a
7 that are sent in as a result of voter registration	7 more specific recollection. But our practice is to
8 drives and that they are interested in minimizing the	8 try to offer public testimony on any election related
9 opportunity for people to register to vote outside of	9 rules.
10 direct contact with the municipal clerk. And so that	10 Q And would that usually be Mr. Kennedy or would it
11 may have been part of the concern that at least that	11 just depend whether it be him or you?
12 opportunity would be eliminated.	12 A In most cases, it was Kevin Kennedy. In some cases
13 Q What is it that the special deputies do that caused	13 it was me. Just depending on his availability or
14 that issue?	14 sometimes we had multiple bills happening or hearings
15 A Well, the special registration deputies or SRDs, they	15 happening and so I would present the testimony.
16 have to be trained and approved by the municipal	16 Q And are you two the primary people who presented
17 clerk for that municipality. But beyond that,	17 testimony from 2011 to present when there are changes
18 there's kind of a wide variety of how much attention	18 in election laws, or is there another person or two?
19 to detail they pay. You know, do they promptly	19 A I think that's correct and I would be -- I would
20 submit the voter registration form, is it sent to the	20 probably have been presenting testimony more
21 right clerk.	21 frequently since I've been in this position, but I
22 I think over the last year or two since the	22 did -- I remember testifying on the photo ID bill at
23 proof of residence law was changed, what we've heard	23 least once. So it would probably be one of the two
24 quite a bit of is that clerks receive voter	24 of us.
25 registration forms from SRDs or voter registration	25 Q Now, there was also a change that increased the
205	207
1 drives that do not include the proof of residence.	1 residency requirement for voting for the office other
2 So then the clerk has to do extra work to send it	2 than president and vice president from 10 to 28 days
3 back to the voter and request the voter registration	3 before the election. I think we talked a little bit
4 form, and I guess I'd also say that voter	4 about that earlier, didn't we?
5 registration drives can be conducted by people who	5 A Yes.
6 are not SRDs. And so some of those mistake can come	6 Q Do you recall whether or not the GAB took a view on
7 from people who are not trained as special	7 that?
8 registration deputies, but they -- it sort of gets	8 A I'm sure we presented testimony about it.
9 lumped into this same process.	9 Q Now, when you say you're sure you presented
10 Q There was also a change that prohibits local	10 testimony, are you having a present recollection or
11 governments from requiring landlords to distribute	11 you're not sure or what do you mean?
12 voter registration forms to new tenants. Did the GAB	12 A Well, it's just something that is not at the top of
13 take a view about that?	13 my mind, and I just know that that's a significant
14 A That one was in a separate section of the statutes,	14 enough change that we would have presented testimony.
15 and I don't recall really even that coming up or that	15 Q And why is it a significant enough change?
16 it was an issue. I remember reading something about	16 A Because it's almost tripling the duration of the
17 that maybe it was targeted to a particular	17 period that somebody had to establish residency and
18 municipality, but I don't have really any specific	18 it had a broad enough impact that we would have
19 recollection of that change.	19 wanted to comment on it and provide our input to the
20 Q But what's the election administration interest,	20 Legislature.
21 what's the --	21 Q Do you recall any discussions with concerned citizens
22 MR. KAWSKI: Object to form.	22 or voters about this particular change?
23 A I don't know.	23 A I'm sure we had discussions with individual voters
24 Q There was also the elimination of statewide, keeping	24 who call but also discussion with members of the
25 only municipal specific special registration deputies	25 public or represented organizations that would come
206	208

<p>1 to our board and submit testimony to our board.</p> <p>2 Q And was there also a change that provided that</p> <p>3 individuals who move within the state later than 28</p> <p>4 days before an election must vote at their previous</p> <p>5 ward or election district for all offices, do you</p> <p>6 recall that?</p> <p>7 A Right. That same law was in effect. It just applied</p> <p>8 to 10 days rather than 28 days.</p> <p>9 Q Okay. So that law was in effect before?</p> <p>10 A Right.</p> <p>11 Q And also got expanded?</p> <p>12 A Right.</p> <p>13 Q Do you know of any election administrative interests</p> <p>14 in doing -- making that change?</p> <p>15 MR. KAWSKI: Object to form.</p> <p>16 A I guess I would just refer back to what we discussed</p> <p>17 earlier about the 28 days and as far as possible</p> <p>18 policy arguments.</p> <p>19 Q And this change we've talked about a little bit</p> <p>20 requiring that an area for election observers be</p> <p>21 placed between three and eight feet from the table at</p> <p>22 which voters obtain their ballot and register to</p> <p>23 vote, was that what you would consider a significant</p> <p>24 change?</p> <p>25 A Significant in the sense that the whole topic of</p> <p style="text-align: right;">209</p>	<p>1 Q And what is the benefit, if any, to the election</p> <p>2 administration process?</p> <p>3 MR. KAWSKI: Object to form.</p> <p>4 A The benefit of eliminating that option?</p> <p>5 Q If there's one.</p> <p>6 A I'm not sure. And that is not a change that I guess</p> <p>7 that I can recall really specifically getting</p> <p>8 involved in.</p> <p>9 Q There was a change that declined to allow overseas</p> <p>10 voters to vote a straight ticket for non-national</p> <p>11 offices on the Federal Write-in Absentee Ballot form.</p> <p>12 Does that sound familiar to you?</p> <p>13 A Yes.</p> <p>14 Q And does that just affect military voters or all --</p> <p>15 A I believe it affects military -- all UOCAVA voters</p> <p>16 for military voters and voters who are overseas</p> <p>17 permanently.</p> <p>18 Q And do you recall any discussions with the</p> <p>19 Legislature about -- or legislators about that</p> <p>20 particular provision?</p> <p>21 A No.</p> <p>22 Q Any discussion -- strike that. Does that provision</p> <p>23 make voting if you're overseas harder?</p> <p>24 MR. KAWSKI: Object to form.</p> <p>25 A I don't know, to be honest.</p> <p style="text-align: right;">211</p>
<p>1 election observers and their behavior was significant</p> <p>2 and something that we have been dealing with since</p> <p>3 2008 and so maybe not as significant for voters but</p> <p>4 for election officials and those observers.</p> <p>5 MS. WILSON: Okay. I think we have to</p> <p>6 change the tape.</p> <p>7 THE VIDEOGRAPHER: The time is 3:52.</p> <p>8 We are going off the record concluding Video</p> <p>9 No. 3 in the deposition of Michael Haas.</p> <p>10 (short recess is taken)</p> <p>11 THE VIDEOGRAPHER: The time is 4:03.</p> <p>12 We are on the record. This marks the beginning</p> <p>13 of Media No. 4 of the deposition of</p> <p>14 Michael Haas.</p> <p>15 MS. WILSON: What was my last</p> <p>16 question?</p> <p>17 (Reporter reads back previous portion of transcript)</p> <p>18 Q And there was another change in the law, right, the</p> <p>19 elimination of straight ticket voting on the official</p> <p>20 ballot?</p> <p>21 A Yes.</p> <p>22 Q What is straight ticket voting?</p> <p>23 A It's the ability to -- in a general election to mark</p> <p>24 your ballot for all candidates of one political party</p> <p>25 or the other.</p> <p style="text-align: right;">210</p>	<p>1 Q Let me rephrase. What is the effect of changing that</p> <p>2 provision?</p> <p>3 MR. KAWSKI: Object to form.</p> <p>4 Q As a practical matter?</p> <p>5 A Can you read what the change was?</p> <p>6 Q Declining to allow overseas voters to vote a straight</p> <p>7 ticket for non-national offices on the Federal</p> <p>8 Write-in Absentee Ballot form.</p> <p>9 A And the question was?</p> <p>10 Q What's the practical effect of that?</p> <p>11 MR. KAWSKI: Object to form.</p> <p>12 A Well, that would mean that those voters would need to</p> <p>13 vote for each individual candidate on the ballot</p> <p>14 rather than being able to mark one party and vote for</p> <p>15 all those candidates with essentially one vote.</p> <p>16 Q Do you see any down side to changing the law based on</p> <p>17 your knowledge and experience?</p> <p>18 MR. KAWSKI: Object to form.</p> <p>19 A I just don't know because I don't know how popular of</p> <p>20 an option that was or how widely it was used.</p> <p>21 Q So the law also changed and eliminated the option to</p> <p>22 obtain absentee ballots by fax or email for all but</p> <p>23 overseas and military voters. Were you aware of</p> <p>24 that?</p> <p>25 A Yes. There was a couple of changes, but that was the</p> <p style="text-align: right;">212</p>

<p>1 end result. A couple of changes I think in the same</p> <p>2 legislative session about who was able to obtain</p> <p>3 ballots electronically.</p> <p>4 Q Do you know in talking to the legislators why that</p> <p>5 change was made?</p> <p>6 A I recall that there was some clerk input, and again I</p> <p>7 don't think there was a consensus opinion, but some</p> <p>8 clerks liked the option to transmit ballots</p> <p>9 electronically and some did not, and so maybe the</p> <p>10 authors had heard from one side or the other and</p> <p>11 determined that was the best way to go.</p> <p>12 But as I said, there was a couple changes in the</p> <p>13 same session, and they were trying to work towards a</p> <p>14 consistent rule, and I think some clerks wanted to</p> <p>15 have a black and white rule rather than leaving it up</p> <p>16 to the discretion of the clerks as to who could be</p> <p>17 sent a ballot electronically.</p> <p>18 Q But isn't it easier to send something electronically</p> <p>19 than send it any other way?</p> <p>20 MR. KAWSKI: Object to form.</p> <p>21 A Assuming that the voter has access to be able to</p> <p>22 download it electronically.</p> <p>23 Q Right.</p> <p>24 A It's certainly faster.</p> <p>25 Q So what's the benefit? What's the election</p> <p>213</p>	<p>1 they don't get to vote?</p> <p>2 MR. KAWSKI: Object to form.</p> <p>3 A They could if -- if they had thought that they had</p> <p>4 made a mistake, they could spoil the ballot up to the</p> <p>5 deadline for requesting an absentee ballot. But</p> <p>6 there used to be something, an option we referred to</p> <p>7 as beat your ballot and if you had voted by absentee</p> <p>8 ballot and you changed your mind and you then showed</p> <p>9 up at the polls, if your absentee ballot had not been</p> <p>10 processed yet, you had the ability to vote at the</p> <p>11 polling place and then your absentee ballot would be</p> <p>12 rejected once they got around to processing it.</p> <p>13 And that's no longer an option now under this</p> <p>14 bill. And so one rationale might be once you voted</p> <p>15 by absentee ballot, that's your opportunity to vote</p> <p>16 and you shouldn't have the opportunity to then cast</p> <p>17 another ballot. You decided what your election day</p> <p>18 is and you cast your ballot early.</p> <p>19 Q So you don't have the right to change your mind or</p> <p>20 the ability to change your mind?</p> <p>21 A Right.</p> <p>22 Q Does this prohibition save the GAB or the State of</p> <p>23 Wisconsin any money by not allowing people to change</p> <p>24 their mind?</p> <p>25 MR. KAWSKI: Object to form.</p> <p>215</p>
<p>1 administrative benefit? What's the -- why change it?</p> <p>2 MR. KAWSKI: Object to form.</p> <p>3 A Of restricting that option?</p> <p>4 Q Yeah.</p> <p>5 A The only thing I can think of is one previous</p> <p>6 iteration of it was that it was not clearly spelled</p> <p>7 out in the law who had that ability, who had that</p> <p>8 option, and so again maybe to make it consistent</p> <p>9 throughout the state, the Legislature decided we are</p> <p>10 going to decide and they settled on this group. As</p> <p>11 to why that option is not provided for all other</p> <p>12 voters, I don't know what the rationale would be.</p> <p>13 Q There's also a change which prohibits the returning</p> <p>14 of absentee ballots to voters to correct certain</p> <p>15 mistakes. Do you recall that?</p> <p>16 A Yes.</p> <p>17 Q Is that something that the GAB weighed in on in favor</p> <p>18 of making that change?</p> <p>19 A I don't believe that we took a position on it, on</p> <p>20 that bill. We may have provided testimony, but I</p> <p>21 don't think the board had taken a position on it.</p> <p>22 Q So where's the electorate interest -- the election</p> <p>23 administration interests in not letting someone fix</p> <p>24 their -- not letting someone fix their absentee</p> <p>25 ballot, doesn't that mean that if there's a mistake,</p> <p>214</p>	<p>1 A I don't know that there's a financial impact. I</p> <p>2 would guess that maybe it reduces -- it may on the</p> <p>3 margins reduce the number of ballots that have to be</p> <p>4 handled because people do not have that opportunity</p> <p>5 and then the election inspectors don't have to go</p> <p>6 through the process of rejecting a ballot, and every</p> <p>7 step along the way there's always the opportunity for</p> <p>8 human error, and that's one small way where one step</p> <p>9 would be eliminated.</p> <p>10 Q Well, what if the human error was you just picked the</p> <p>11 wrong guy or gal?</p> <p>12 MR. KAWSKI: Object to form.</p> <p>13 Q Right, isn't that a possibility, human error?</p> <p>14 A It is a possibility. But I guess I go back to the</p> <p>15 statutes express that voting by absentee ballot is a</p> <p>16 privilege. It's not considered to be a right, and if</p> <p>17 a voter has chosen for whatever reason to submit</p> <p>18 their ballot by absentee ballot before Election Day,</p> <p>19 they assume the risk that they might for some reason</p> <p>20 change their mind after they've submitted their</p> <p>21 ballot.</p> <p>22 Q So voting by absentee ballot is a privilege, not a</p> <p>23 right. Is that in the statute?</p> <p>24 A It is.</p> <p>25 Q But it's just another way to vote, so why wouldn't</p> <p>216</p>

<p>1 that be a right?</p> <p>2 MR. KAWSKI: Object to form.</p> <p>3 A Well, there's a policy statement. I believe it's</p> <p>4 Section 6.86 that talks about sort of a preamble to</p> <p>5 absentee voting rules that makes that statement that</p> <p>6 it's a privilege. It needs to be accompanied by</p> <p>7 measures that protect the integrity of the ballot and</p> <p>8 the integrity of the election process and so anybody</p> <p>9 who takes advantage of that privilege also is</p> <p>10 subjected to whatever procedures are in place for it.</p> <p>11 Q Now, we've already talked about requiring voters --</p> <p>12 the change that requires voters to present one of a</p> <p>13 limited number of photo IDs in order to have their</p> <p>14 vote counted. And that was a change from there being</p> <p>15 no law that required you to present proof of</p> <p>16 identification, right?</p> <p>17 A Correct.</p> <p>18 Q I think Mr. Kennedy said it was -- how did he put it,</p> <p>19 a change that hadn't been seen since 18 something,</p> <p>20 1896 or something like that, he said. In that</p> <p>21 situation, why doesn't the GAB take a position on</p> <p>22 something as -- I know Clay is going to object, but</p> <p>23 I'm going to say it anyway, something as radical as</p> <p>24 requiring voter ID?</p> <p>25 MR. KAWSKI: Object to form.</p> <p style="text-align: right;">217</p>	<p>1 specifically we did a lot of research and provided</p> <p>2 information to the board separate from the public</p> <p>3 testimony, sort of a summary about which states had</p> <p>4 photo ID laws in place and how this, the proposed law</p> <p>5 compared to some of those other states and some of</p> <p>6 the legal changes that were brought to those laws.</p> <p>7 Q So the GAB doesn't concern itself with whether or not</p> <p>8 the law might be wrong?</p> <p>9 MR. KAWSKI: Object to form.</p> <p>10 Q Their job is simply to implement it, is that right?</p> <p>11 MR. KAWSKI: Same objection.</p> <p>12 A I guess the only wrinkle I would say is our board is</p> <p>13 a board of former judges and so they are in tune with</p> <p>14 constitutional issues and may not be experts in</p> <p>15 election law, but if they saw something that they</p> <p>16 thought was clearly unconstitutional, they might</p> <p>17 direct us to or at least raise that concern.</p> <p>18 But there's obviously a wide range of policy</p> <p>19 choices in election law, and I think our board</p> <p>20 recognized that we could not be in the business of</p> <p>21 advocating those choices as a nonpartisan board</p> <p>22 because it quickly would become perceived as being</p> <p>23 taking a side politically. And the board would want</p> <p>24 to make sure it preserved its role to be seen as a</p> <p>25 nonpartisan agency.</p> <p style="text-align: right;">219</p>
<p>1 A I think from the outset, the policy of</p> <p>2 Director Kennedy and the board has been -- or the</p> <p>3 approach has been that we are an administrative</p> <p>4 agency and we're responsible for administering the</p> <p>5 election laws, whatever the election laws are, trying</p> <p>6 to provide the best advice we can to the Legislature</p> <p>7 about potential advantages or disadvantages or</p> <p>8 constitutional issues if they exist, but recognizing</p> <p>9 ultimately that we are an administrative branch and</p> <p>10 not the policymakers and just having that sensitivity</p> <p>11 about what the role is of the agency and only taking</p> <p>12 a position in support of or in opposition to the bill</p> <p>13 when our board has reached a consensus on it and they</p> <p>14 direct us to take that -- to take a specific</p> <p>15 position.</p> <p>16 Q You said constitutional. Do you speak on it if you</p> <p>17 think something unconstitutional?</p> <p>18 A If there has been case law or there's clear</p> <p>19 constitutional ramifications, then that's something</p> <p>20 that we might raise in the public testimony.</p> <p>21 Q Do you raise it in the public testimony if it might</p> <p>22 be argued that it's unconstitutional?</p> <p>23 A Yeah, we certainly might raise issues that this has</p> <p>24 been tried or addressed before in other states. This</p> <p>25 is what they've run up against. This is --</p> <p style="text-align: right;">218</p>	<p>1 Q But is that something that the board would raise on</p> <p>2 its own, or does it look to you and Mr. Kennedy to</p> <p>3 let them know of a constitutional issue?</p> <p>4 A I think usually they would -- if we had the</p> <p>5 opportunity to discuss it with the board, they would</p> <p>6 be in the first instance relying on staff analysis of</p> <p>7 it, and that might prompt some discussion by the</p> <p>8 board members.</p> <p>9 Q And is the staff at GAB -- did it give the</p> <p>10 Legislature a certain amount of deference?</p> <p>11 A In what?</p> <p>12 Q In whether they decide they're going to take a side</p> <p>13 for or against a particular provision.</p> <p>14 A Sure.</p> <p>15 Q Because the GAB is an administrative body?</p> <p>16 A Exactly.</p> <p>17 Q Okay. I'm going to hand you what's been marked as</p> <p>18 Kennedy 19. I'm just going to go through some</p> <p>19 documents now, and hopefully I won't keep you too</p> <p>20 much longer.</p> <p>21 A Okay.</p> <p>22 Q I hand you what's marked as Kennedy 19, and let me</p> <p>23 know when you're --</p> <p>24 A Okay.</p> <p>25 Q Have you seen this document before?</p> <p style="text-align: right;">220</p>

<p>1 A Yes.</p> <p>2 Q And this is written by you?</p> <p>3 A Well, the first email was from Kevin Kennedy to our elections division staff, which I was copied on, and then I had responded with -- to alert our staff about a phone conversation I had with the executive director of the City of Milwaukee Election Commission.</p> <p>9 Q And you said, "Just FYI, when we talked to Neil" -- what is it, Albrecht?</p> <p>11 A Albrecht.</p> <p>12 Q "At mid-morning today, he said that when he opened voting, the line was three blocks long and that 1,000 people had already voted."</p> <p>15 Do you recall any specific discussions with him about why the line was three blocks long?</p> <p>17 A I don't recall specifically. I think we both knew it was a presidential election, they were expecting high turnout, and we were just trying to document what it actually was, and I think by indicating 1,000 people had already voted, that meant by the time I had talked to him at mid-morning.</p> <p>23 Q And he goes on to say that some observers were being very aggressive and that he authorized that one observer who he describes as out of control be given</p> <p style="text-align: right;">221</p>	<p>1 Milwaukee that tried to insist on observing voters as they were in the voting booth rather than staying in the observation area or being confrontational with either voters or election inspectors.</p> <p>5 Q Do you know why he would give what he described as an out-of-control individual a final warning and not just call law enforcement?</p> <p>8 A Well, under our administrative rule for election observers, there's a process outlined to say that the chief inspector can give a warning, a lawful order to any observer and then if that order is not complied with, then they are authorized to contact law enforcement and law enforcement is then required to remove the person.</p> <p>15 It's the one instance where the chief inspector can really direct law enforcement and law enforcement is not supposed to have any discretion. They're supposed to remove them. So obviously that's a pretty drastic remedy, and I believe in this case Neil had been called to the site where the absentee voting was taking place and he took it upon himself to step in and give the individual a warning and said if you don't comply, then we're going to call law enforcement.</p> <p>25 Q Did anything ever -- was there any follow-up for the</p> <p style="text-align: right;">223</p>
<p>1 a final warning before being removed by law enforcement.</p> <p>3 Do you recall any specific discussions about observers being aggressive and who they were?</p> <p>5 A Yes.</p> <p>6 Q What do you recall?</p> <p>7 A I don't know if it was this election. There was one pretty notable incident where a group of observers had confronted a voter, had challenged the voter's ability to register, a young first-time voter, and ultimately that voter left the polling place because he, after having said basically I give up, I'm not going to vote, a group of observers is what was described to us as essentially surrounded him and were continuing to harass him and I think that, if I recall correctly, I think that maybe it ended up where he tore up his voter registration application or something like that.</p> <p>19 That was really, I remember really disturbed Neil, what he had heard and witnessed, and I don't recall for sure, but it may have been in 2012. The only other time it might have been would have been the 2014 election, but I'm guessing that it was 2012.</p> <p>24 There were also some other incidents involving observers that -- at the in-person absentee voting in</p> <p style="text-align: right;">222</p>	<p>1 young man who didn't get a chance to vote?</p> <p>2 A You know, I seem to remember that Neil followed up with the young man and encouraged him to come back and to vote, and I don't recall if he ever did.</p> <p>5 Q Did you and Neil discuss that the observer was attempting to intimidate this young man because he thought -- who he thought he was going to vote for?</p> <p>8 A Well, there was certainly discussion that it appeared that the voter was being intimidated, but I don't recall that we discussed why.</p> <p>11 Q You can put that aside. The next one is Kennedy 21. I've handed you Kennedy 21. Let me know when you've had a chance to look it over.</p> <p>14 A Okay.</p> <p>15 Q The very top email, is that from you?</p> <p>16 A Yes.</p> <p>17 Q And you say, "I just wanted to pass along this email exchange so everyone has a feel of the atmosphere in Milwaukee after one day of voting. I would expect we will hear about this story during public comments at the board meeting."</p> <p>22 What did you mean by the first sentence, meaning specifically so everyone has a feel of the atmosphere in Milwaukee?</p> <p>24 Well, it was being sent to our entire staff in the</p> <p style="text-align: right;">224</p>



<p>1 elections division, and any one of them may have</p> <p>2 fielded calls about incidents at polling places</p> <p>3 during the in-person absentee voting period, and I</p> <p>4 just wanted to give them a heads up about that this</p> <p>5 is what was happening in Milwaukee, that we were</p> <p>6 aware of it and we wanted to continue to keep an eye</p> <p>7 on it.</p> <p>8 Q And what exactly was happening in Milwaukee?</p> <p>9 A Well, without reading the entire exchange, it</p> <p>10 appeared that this --</p> <p>11 Q Just a summary.</p> <p>12 A There was a disagreement between the election</p> <p>13 inspectors and an observer about conduct at the</p> <p>14 location where in-person absentee voting was taking</p> <p>15 place.</p> <p>16 Q And this was the issue of taking pictures, right?</p> <p>17 A I believe so. Yes, yes. And although I would note</p> <p>18 that Mr. Albrecht's email describes a couple of other</p> <p>19 activities that he felt were violations of the</p> <p>20 observer rules.</p> <p>21 Q Right. So when you were referring to the atmosphere</p> <p>22 in Milwaukee, was it specifically about the violation</p> <p>23 of the observer rules or was something -- was it</p> <p>24 other things?</p> <p>25 A It was the atmosphere involving tension that had</p> <p style="text-align: right;">225</p>	<p>1 Q And if I recall correctly, Shane Falk is a lawyer,</p> <p>2 right?</p> <p>3 A Correct.</p> <p>4 Q And you're on this email in the to column with some</p> <p>5 other folks from the GAB, correct?</p> <p>6 A Yes.</p> <p>7 Q Did you have any discussions with Shane about this --</p> <p>8 the very first email, the top?</p> <p>9 A We may have. I mean our -- his office, the other</p> <p>10 staff attorney's office and my office are all in a</p> <p>11 row, and so we have pretty regular contact throughout</p> <p>12 the day.</p> <p>13 Q Do you know what he meant when he said, "This is an</p> <p>14 article that should go to the board so that they are</p> <p>15 aware of the impact of Ardis, Mary Ann and their</p> <p>16 close connections to the Legislature"? Did you have</p> <p>17 any discussions about that?</p> <p>18 A I don't recall any specific discussions, but I think</p> <p>19 I know what he was trying to get at here.</p> <p>20 Q What was he trying to get at?</p> <p>21 A I think Ardis Cerny, Mary Ann Hanson and some other</p> <p>22 individuals that are in that organization, they would</p> <p>23 often come to our board and present public comments</p> <p>24 about things that the board was doing, things that</p> <p>25 they disagreed with maybe or had concerns about, and</p> <p style="text-align: right;">227</p>
<p>1 occurred between the observers and the election</p> <p>2 officials and the voters I think just in general.</p> <p>3 Q And before -- had there been any sort of prewarning</p> <p>4 that there would be issues in Milwaukee of this</p> <p>5 nature?</p> <p>6 A I don't recall anything specifically. Milwaukee</p> <p>7 obviously is our largest municipality and we feel</p> <p>8 like at the state level in order to have a successful</p> <p>9 state election, things need to go well in our largest</p> <p>10 municipalities, and so as I mentioned, Neil and I</p> <p>11 have pretty regular phone contact and I was probably</p> <p>12 generally aware -- certainly I was familiar with the</p> <p>13 person he's writing to here because she attends a lot</p> <p>14 of our board meetings and so we were aware that her</p> <p>15 organization would be providing observers in the City</p> <p>16 of Milwaukee and that there was some possibility for</p> <p>17 some tension.</p> <p>18 Q And Milwaukee is also your largest minority city,</p> <p>19 right?</p> <p>20 A Yes.</p> <p>21 Q You can put that one away. I'm going to hand you</p> <p>22 what's been marked Kennedy Exhibit 23. Take a look</p> <p>23 at it and let me know when you're -- when you've had</p> <p>24 a chance to look at it.</p> <p>25 A Okay.</p> <p style="text-align: right;">226</p>	<p>1 they would also lobby the Legislature, and we are</p> <p>2 involved with this on a daily basis, and I think</p> <p>3 Shane was just trying to let the board know or get</p> <p>4 the board some background about who was coming to the</p> <p>5 board meetings and what their perspective was.</p> <p>6 We have a board of six members, and one member</p> <p>7 rotates every year or leaves every year, and so it's</p> <p>8 a constant effort to try to let the board know what</p> <p>9 we know. So I think that's what he was</p> <p>10 encouraging.</p> <p>11 Q What is their group, what is it, Waukesha --</p> <p>12 A Right.</p> <p>13 Q Women Watching Wisconsin Elections?</p> <p>14 A I think that organization has gone by a couple of</p> <p>15 different names. At one point it was called We Are</p> <p>16 Watching Wisconsin Elections. This title has been</p> <p>17 shortened sometimes to the Waukesha Women's Group,</p> <p>18 things like that.</p> <p>19 Q But what kind of group is it, if you know?</p> <p>20 A It's -- you know, really my contact has been really</p> <p>21 with these two individuals and maybe one or two</p> <p>22 others that attend our board meetings. So they've</p> <p>23 taken an interest in elections, they regularly attend</p> <p>24 our board meetings. They regularly attend public</p> <p>25 hearings of the election committees, and they are</p> <p style="text-align: right;">228</p>

1 interested in election procedures.  
 2 They've advocated for a long time things like  
 3 the photo ID law and anything that they perceive as  
 4 impacting election integrity. They examined our  
 5 processes for the HAVA checks, for instance, and  
 6 raised concerns that they have and maybe will come to  
 7 our board and say do you realize this is what your  
 8 staff is doing and we think they should be doing more  
 9 or less or something different.  
 10 Q Are they bipartisan?  
 11 A I think they describe themselves as a nonpartisan  
 12 organization. I think in general our perception is  
 13 that their perspective is more from the conservative  
 14 angle. And I say that specifically because some of  
 15 the same individuals I think have been involved in,  
 16 for instance, training election inspectors for the  
 17 Republican Party or I should say election observers,  
 18 not election inspectors.  
 19 Q She takes credit for -- somebody takes credit for 16  
 20 new laws. Is that accurate?  
 21 A The number of laws or --  
 22 Q Yeah.  
 23 A -- taking credit?  
 24 Q Well, "Then I complained and look what happened, 16  
 25 new laws."

229

1 A I think looking at the email from Reid Magney, it  
 2 says this is a blog post by Cindy Silken.  
 3 Q Okay. Do you read blog posts as part of your current  
 4 duties?  
 5 A Usually only if Reid Magney circulates them.  
 6 Q Sends it to you, okay.  
 7 A Usually it's not fan mail.  
 8 Q Yeah, no. Do you recall having any discussions with  
 9 the board about the impact of Ardis, Mary Ann and  
 10 their close connection to the Legislature?  
 11 A I don't recall any specific discussions with the  
 12 board as a whole. There might be -- I think there  
 13 may have been like individual discussions in passing  
 14 with certain board members if they might have more  
 15 questions about what's going on, what are you guys  
 16 dealing with.  
 17 Q There wasn't any discussion that we have to watch for  
 18 these people because they're close to the Legislature  
 19 and they could give us a hard time?  
 20 A No. And any board member who was on the board for  
 21 more than six months would pretty quickly become  
 22 familiar with who they were and what their  
 23 perspective was.  
 24 Q Okay. Put that one away. I hand you what is Kennedy  
 25 Exhibit 24. And take a look at it. Let me know when

230

1 you're done.  
 2 A Okay.  
 3 Q Have you seen this series of emails before?  
 4 A Yes.  
 5 Q And you're on the top email from Nathaniel Robinson  
 6 to you, right?  
 7 A Right.  
 8 Q And in the second email, you say to Nate, "We've  
 9 always known of this tie."  
 10 What did you mean, we've always known of this  
 11 tie?  
 12 A Essentially that this group was somehow affiliated  
 13 with the Republican Party or at least individuals  
 14 that are involved or active with the Republican  
 15 Party.  
 16 Q And did the GAB get involved or participate in  
 17 training some of its observers?  
 18 A No.  
 19 Q Did the Waukesha GOP folks send their materials to  
 20 you for review?  
 21 A Not that I recall.  
 22 Q Have they ever reached out to you to get the GAB's  
 23 input on their training materials for their  
 24 observers?  
 25 A I do not believe they have.

231

1 Q Did you read the attachment that Nathaniel sent?  
 2 A Yes.  
 3 Q Did you have any concerns about it at the time?  
 4 A As I noted in the email, I was mostly wanting to make  
 5 sure that people just generally knew what was going  
 6 on. A lot of different organizations train election  
 7 observers, and we sometimes review the materials that  
 8 they're going to use if they want us to.  
 9 And again because of our nonpartisan nature and  
 10 the fact that we want elections to be administered in  
 11 a nonpartisan way, I expressed here that hopefully  
 12 they were giving out accurate information because  
 13 based on our experience, we thought that sometimes  
 14 that was not the case with this group.  
 15 Q Thus Nate's comment?  
 16 A Nat's comment, yes.  
 17 Q Nat's comment, sorry. We can put that away. The  
 18 next exhibit is Kennedy 29. Take a look at that and  
 19 tell me when you're finished.  
 20 A Okay.  
 21 Q Remind me who Dave Buerger is.  
 22 A He's one of our election administration specialists.  
 23 He's one of our more experienced election  
 24 specialists.  
 25 Q And you are in that very first email, it was sent to

232

<p>1 you as well, right?</p> <p>2 A Yes.</p> <p>3 Q Do you recall what this discussion was about? I see</p> <p>4 that Shane Falk says in the middle email, "Charge any</p> <p>5 voter ID for students? Can anyone say 'poll tax'!</p> <p>6 If DMV offers it for free, shouldn't the</p> <p>7 universities?"</p> <p>8 Do you know what he's referring to?</p> <p>9 A Yes. I believe there's an indication that college</p> <p>10 students in the UW System might be charged to obtain</p> <p>11 a photo ID. The original email from the attorney for</p> <p>12 the University of Wisconsin System ends with the</p> <p>13 statement that most of the UW System campuses plan to</p> <p>14 charge student segregated fees for the expense as</p> <p>15 authorized by the student government.</p> <p>16 Q And that was caused by the change in the law?</p> <p>17 A Well --</p> <p>18 Q Because they needed these IDs?</p> <p>19 A Right, they needed to have an ID that complied with</p> <p>20 the law and the regular student ID cards did not</p> <p>21 comply with the statute. And so they were looking at</p> <p>22 producing a separate student ID that would comply</p> <p>23 with the photo ID law.</p> <p>24 Q But it would come at a cost?</p> <p>25 A Yes.</p> <p>233</p>	<p>1 the students by GAB?</p> <p>2 A No. And in reading the email, I mean it does seem to</p> <p>3 indicate that the program would be funded by this pot</p> <p>4 of segregated fees rather than being a charge for any</p> <p>5 student who requested one of the IDs. As David</p> <p>6 indicates, much like how taxes are paying for the</p> <p>7 free state IDs from the Department of Motor Vehicles.</p> <p>8 Q And do you know whether -- what UW ultimately did?</p> <p>9 A They did produce a separate student ID card.</p> <p>10 Q Do you know whether they charged the students for it?</p> <p>11 A I do not know for sure. I don't believe that they</p> <p>12 did.</p> <p>13 Q And what's that based on?</p> <p>14 A I think just based on our contacts with Attorney Lind</p> <p>15 and the UW System. I don't recall ever hearing that</p> <p>16 they were charging students. And I think if they</p> <p>17 were, that that would probably be something we would</p> <p>18 know.</p> <p>19 Q I hand you what's Kennedy Exhibit 31. Look it over</p> <p>20 and let me know when you've had a chance to do that.</p> <p>21 A Okay.</p> <p>22 Q Have you seen this email chain before?</p> <p>23 A Yes.</p> <p>24 Q And you're on the -- in the to line with some other</p> <p>25 folks from GAB?</p> <p>235</p>
<p>1 Q And do you know if Shane was drawing a legal</p> <p>2 conclusion that in fact that could be a poll tax?</p> <p>3 A I think that was his sort of quick editorial comment</p> <p>4 on it.</p> <p>5 Q And a poll tax would be unconstitutional, wouldn't</p> <p>6 it?</p> <p>7 A Right. I think, though, the segregated fees, it's</p> <p>8 not clear to me that the students were being charged</p> <p>9 individually, but maybe the campus would take the</p> <p>10 costs out of their pot of what are called segregated</p> <p>11 fees for administering the program.</p> <p>12 Q And then David talks about the feds offering passport</p> <p>13 certificate of naturalization for free. Oh, he says</p> <p>14 as soon as.</p> <p>15 A Right.</p> <p>16 Q Was that a possibility?</p> <p>17 A I think David Buerger is also an attorney, and so</p> <p>18 there's a certain amount of banter back and forth</p> <p>19 about just playing devil's advocate and inserting</p> <p>20 sort of policy or legal arguments.</p> <p>21 Q But he does say that the free ID, so-called free ID</p> <p>22 in quotes requires a birth certificate which costs</p> <p>23 \$20 minimum.</p> <p>24 A Correct.</p> <p>25 Q Was there any follow-up with respect to the charge to</p> <p>234</p>	<p>1 A Yes.</p> <p>2 Q Do you recall whether or not GAB -- I'm sorry, Ross</p> <p>3 says, "This should definitely be part of our outreach</p> <p>4 and Jo and I have been discussing/identifying groups</p> <p>5 that we will be reaching out to."</p> <p>6 Do you know whether or not GAB in fact reached</p> <p>7 out to either Rock the Vote or the Department of</p> <p>8 Civil Rights?</p> <p>9 A I do not know, but I think that Ross was referring to</p> <p>10 groups that might have been mentioned in this --</p> <p>11 Q Article?</p> <p>12 A The last part of the article mentions the Department</p> <p>13 of Civil Rights connecting with groups that are</p> <p>14 unlikely to have current state identification cards,</p> <p>15 and we were trying to track down what that was a</p> <p>16 reference to.</p> <p>17 And I think Ross in the end was saying it would</p> <p>18 be great if we can get this list and add it to the</p> <p>19 groups that we should be reaching out to.</p> <p>20 Q And do you know if that occurred?</p> <p>21 A I do not know.</p> <p>22 Q Did anyone follow up on -- it says, "The Department</p> <p>23 of Civil Rights has developed an extensive outreach</p> <p>24 plan after identifying key groups that do not have</p> <p>25 current Wisconsin driver's licenses or state ID</p> <p>236</p>

1 cards."	1 Q 52.
2 Did anyone at GAB attempt to reach any of these	2 (Exhibit 52 is marked for identification)
3 groups who might not have a current Wisconsin	3 MR. KAWSKI: And, Clay, this is the
4 driver's license or state ID card?	4 same. It's just double-sided.
5 A Well, I think in general not as a result of this	5 Q Take a look at Exhibit 52 and let me know when you're
6 article or because we necessarily got a list	6 finished.
7 resulting from it. Reading it, it's unclear whether	7 A Okay.
8 the groups they mean are these demographics or some	8 Q This is the declaration that you submitted in support
9 types of groups that individuals would be associated	9 of defendants' motion for summary judgment, correct,
10 with, and I don't really know the answer to that.	10 in this case?
11 I was not the division administrator at the time	11 A Yes.
12 so would not necessarily have been following up with	12 Q I'm going to ask you about some of the exhibits. The
13 whether or not it was done.	13 Exhibit A, maybe I'm missing it, do you know when
14 Q Okay. And I want to hand you Kennedy Exhibit 32.	14 that was created?
15 A Okay.	15 A I am guessing that it was created after the photo ID
16 Q Let me know when you're done.	16 law was passed as one of a number of documents where
17 A Oh, sure, yes.	17 we tried to sort of condense and crystallize what the
18 Q Have you seen this document before?	18 requirements were as a result of that law.
19 A Yes.	19 Q And you say in your declaration that, "This is a true
20 Q Now, how is it that you saw this document?	20 and correct copy of the voter registration guide
21 A It was something that I would have reviewed as part	21 created by GAB to aid voters."
22 of our work with the photo ID law. It was produced	22 Where was this published?
23 in early January of 2011 by professors at the	23 A Well, we would have posted this on the Bring it to
24 University of Wisconsin and we were in the mode of	24 the Ballot website. We may have posted it on the
25 trying to really collect any information we could,	25 main GAB website. It would have been made available
237	239
1 any literature we could about photo ID laws, and this	1 to clerks as a tool that they could use as well.
2 group had conducted some research or reviews and they	2 Q Would it be posted anywhere else that was not a clerk
3 provided us with the summary.	3 or not a website?
4 Q And did this summary impact any of the -- impact your	4 A Well, I think not by us. It would have been made
5 approach to the voter ID laws at all?	5 available if anybody else wanted to use it and post
6 A I think it was part of the -- you know, the	6 it. Sometimes we find that some of the materials we
7 literature that added to our knowledge about issues	7 produce end up in public libraries and other public
8 that we should be aware of, populations that we	8 locations.
9 should pay attention to that might need assistance	9 Q And do you know if this Exhibit A did end up in a
10 with the photo ID law.	10 public library or other public location?
11 Q And did you have any meetings with any of the	11 A I do not know for sure.
12 professors or individuals who were in the front line?	12 Q Let's take a look at Exhibit B. This is a proof of
13 A I did not, and I do not know if Director Kennedy did.	13 residence created by GAB to aid voters. Do you know
14 Q When the document talks about vulnerable groups, are	14 when this was created?
15 the vulnerable groups that they're talking about	15 A Yes. I believe it was also another document that was
16 minority groups, students, the elderly, to name a few	16 created following the passage of the photo ID law.
17 in here, consistent with the other information that	17 Q And do you know where it was published, if anywhere?
18 you had about who were vulnerable populations with	18 A I guess similarly it would have been on our Bring it
19 respect to the voter ID law?	19 to the Ballot website, maybe on our main website,
20 A Were they consistent? Yes, I think they were largely	20 distributed to clerks as well. And I think all of
21 consistent.	21 these similar documents we would also take out on the
22 Q Okay. I'm going to show you --	22 road if we were making in-person presentations. It
23 MS. WILSON: So this is going to be	23 became part of a packet that would accompany our
24 the next exhibit, which is what?	24 presentations.
25 THE REPORTER: 52.	25 Q And do you know for sure that that was the case?
238	240

1 A If what was?	1 in F that you call the packet more widely
2 Q You just said that the rest of the exhibits would	2 disseminated other than online?
3 have been a packet, right, for your road shows?	3 A You know, I believe that we printed that packet and
4 A Yes.	4 at some point made some resources available to public
5 Q Do you know that for sure, or are you guessing?	5 libraries because we felt that that was one facility
6 A There is a Bring it to the Ballot packet later. The	6 that is likely to be available statewide in a lot of
7 document I guess is Exhibit F, and I think that is	7 communities, and I don't recall if it was
8 the packet that I believe would accompany our	8 specifically this packet or some of our other
9 in-person presentations, and that packet may have	9 resources. But that may have -- it may have also --
10 changed as we modified it, but some of these fact	10 we may have also distributed it to public libraries,
11 sheets would have ended up in that packet.	11 but I do not know that for sure.
12 Q And that would be places that you and I talked about	12 Q Mr. Haas, if you know, who decides what photos will
13 where you were invited to come and speak?	13 go up on -- like, for example, in the documents in
14 A Yes.	14 Exhibit F? Is it the public relations group?
15 Q You meaning the GAB.	15 A I'm trying to find which photos you're referring to.
16 A Right. And also we let clerks know where they could	16 Q Oh, there's a bunch. There's one on 21, there's one
17 find our PowerPoint presentations in these types of	17 on 18, 17, 13, 11, a bunch on 7. I take it these are
18 packets, and sometimes they would make presentations	18 actual people. But is this the public relations
19 locally.	19 group of the GAB?
20 Q And do you recall a clerk making presentations	20 A I believe that these are documents that we created.
21 locally as you sit here today?	21 The things that the other firm would have created are
22 A I recall being told of some specific clerks that were	22 more likely to be what's -- something that's -- there
23 doing that, but I don't recall who.	23 are brochures later on that have the Bring it to the
24 Q Do you know whether Exhibit -- sorry, I'll do this	24 Ballot theme, and that's what the outside firm
25 one at a time. Do you know whether Exhibit B was	25 created. I believe these are documents that our
241	243
1 made available to the general public?	1 staff collectively created.
2 A Yes, it was.	2 Q Okay. Because it has the Bring it to the Ballot on
3 Q Okay. And where would that have been?	3 the first one?
4 A I think the same outlets I described, on our	4 A Well, it has the Bring it to the Ballot notation on
5 websites, possibly being distributed and also being	5 the bottom.
6 made available to clerks.	6 Q Yeah.
7 Q Anything other than clerks and online and possible	7 A But I don't believe that this is -- I believe that
8 road shows?	8 that packet, which is Exhibit F, is a document that
9 A You know what, we may have -- I know we were making	9 our staff created.
10 an effort to keep the Legislature apprised of what we	10 Q You don't believe or do believe?
11 were doing, so we may have also sent out a	11 A I do believe it is.
12 communication to the Legislature saying this is where	12 Q Okay.
13 you and your constituents can find these resources.	13 A Those materials, in that we sort of slapped the Bring
14 Q Is it the same with Exhibit D, that it would have	14 it to the Ballot brand on the top and looking at --
15 been available on the website?	15 it's got the GAB seal and the state seal. I think
16 A Certainly. And that is not specific to the photo ID	16 the documents that the outside firm created tended to
17 law. That's the voter registration application, so	17 have less text and were -- so Exhibit G would have
18 that would have always been available on our website.	18 documents that were created by the outside firm.
19 Q Okay. Same thing for Exhibit F -- I'm sorry,	19 Q Okay. So the outside firm would be H -- G, H and I,
20 Exhibit E, also available on the website?	20 G, H -- I guess G and H, right?
21 A Right. The application for absentee ballot, yes.	21 A Actually H, we would have created that because we
22 Q We've already talked about Exhibit F. Other than --	22 were -- had a project going where we tried to collect
23 let me go back to F for a second. Other than some of	23 actual examples of actual acceptable photo ID and so
24 the road shows you did and the clerks who may have	24 we created that document.
25 done some training, was this packet, these documents	25 Q Okay. But G is the outside firm?
242	244

<p>1 A Yes.</p> <p>2 Q And Exhibit I, is this something that's on your</p> <p>3 website?</p> <p>4 A Yes.</p> <p>5 Q And has it always been on your website?</p> <p>6 A Well, again I think this was -- I believe this is</p> <p>7 something that was produced after the photo ID law</p> <p>8 was passed, and part of our intent was to try to</p> <p>9 incorporate the photo ID requirements within other</p> <p>10 regular training and information materials. So it</p> <p>11 became part of the process and not simply presented</p> <p>12 as a separate issue.</p> <p>13 Q Okay.</p> <p>14 A So that looks like it is all materials really</p> <p>15 relating to absentee voting rules. And within that</p> <p>16 we tried to explain the impact of the photo ID law</p> <p>17 for different categories of absentee voters.</p> <p>18 Q And was this, what's in Exhibit I, made available</p> <p>19 elsewhere other than a website?</p> <p>20 A Again I think it was part of the presentations both</p> <p>21 to election officials as well as to any public</p> <p>22 presentations. These are the type of documents that</p> <p>23 we would bring. I've been in presentations even</p> <p>24 recently to municipal clerks where we have again gone</p> <p>25 over these type of documents.</p> <p style="text-align: right;">245</p>	<p>1 which groups we had made presentations to, and we may</p> <p>2 have even tried to estimate what the attendance was</p> <p>3 at those events.</p> <p>4 Q And is that running list still available?</p> <p>5 A It should be. And I don't know if we have kept the</p> <p>6 same list for more recent presentations. But we</p> <p>7 certainly have records of all of our presentations</p> <p>8 because it becomes part of our general report for</p> <p>9 every board meeting.</p> <p>10 Q And have you done any of these presentations to</p> <p>11 groups, put aside the clerks for a minute, to groups</p> <p>12 or the more general public since March of '15?</p> <p>13 A Yes. Our staff has, yes.</p> <p>14 Q And do you know how many they have done?</p> <p>15 A I'm guessing between 10 and 20.</p> <p>16 Q And do you know the -- do you have any idea of the</p> <p>17 size of the audiences?</p> <p>18 A It varies. I attended one in Milwaukee where there</p> <p>19 were maybe 20 to 25 people, but again they were</p> <p>20 activists that were there to learn so that they could</p> <p>21 present it to other people.</p> <p>22 Q Do they tend to be people who then go talk to other</p> <p>23 people?</p> <p>24 A That's our intent. And that was our general approach</p> <p>25 when we were given the responsibility to reach out to</p> <p style="text-align: right;">247</p>
<p>1 Q When you've been talking about presentations, are</p> <p>2 they just to municipal clerks or are they also to the</p> <p>3 broader public or usually you've been invited by a</p> <p>4 group who's putting something together for the</p> <p>5 broader public?</p> <p>6 A Really all three. Our presentations to clerks, and</p> <p>7 those count for their training requirements, and any</p> <p>8 organization that invites us. We also have some</p> <p>9 initiatives related to voters with disabilities. We</p> <p>10 have an advisory committee for that initiative, and</p> <p>11 we try to reach out to organizations representing</p> <p>12 those individuals and make presentations to them.</p> <p>13 So that would be a particular category of voters</p> <p>14 again trying to hit audiences that themselves can</p> <p>15 then spread the word and reach out to groups that</p> <p>16 they represent and then just public presentations</p> <p>17 that might be put on by a municipality, League of</p> <p>18 Women Voters or any other organization.</p> <p>19 Q Is there any way to figure out how many people you</p> <p>20 may have presented to since the -- sorry, since the</p> <p>21 voter ID law came into effect?</p> <p>22 A I know for a while, we were keeping track because we</p> <p>23 wanted to be able to report to our board what the</p> <p>24 efforts were that we were taking and so we -- during</p> <p>25 the initial rollout, we sort of had a running list of</p> <p style="text-align: right;">246</p>	<p>1 voters is we knew we couldn't touch everybody in the</p> <p>2 state, so we wanted to try to have that multiplying</p> <p>3 effect.</p> <p>4 Q For any of the Exhibits A through J, we didn't really</p> <p>5 talk about J, but J is similar to the exhibit that we</p> <p>6 saw earlier, right, that I gave you separately?</p> <p>7 A Yes.</p> <p>8 Q For any of the exhibits that are a part of your</p> <p>9 declaration, are any of them in a language other than</p> <p>10 English?</p> <p>11 A Not in this packet. We have -- I believe the</p> <p>12 documents that we prepared are not, but I believe the</p> <p>13 documents that are on the Bring it to the Ballot</p> <p>14 website are available in the Spanish language. We</p> <p>15 have the voter registration form that is available in</p> <p>16 both Spanish and Hmong language.</p> <p>17 MS. WILSON: Can we go off the record</p> <p>18 for just a second?</p> <p>19 THE VIDEOGRAPHER: Off the record at</p> <p>20 5:13.</p> <p>21 (Discussion off the record)</p> <p>22 THE VIDEOGRAPHER: We are on the</p> <p>23 record at 5:18.</p> <p>24 (Exhibit 53 is marked for identification)</p> <p>25 Q I've handed you, Mr. Haas, a document we've marked as</p> <p style="text-align: right;">248</p>



<p>1 Exhibit 53. Have you had a chance to look it over?</p> <p>2 A Yes.</p> <p>3 Q Have you seen this document before?</p> <p>4 A Yes.</p> <p>5 Q Did you have any -- where have you seen it before?</p> <p>6 Let me ask you that first.</p> <p>7 A Well, in our office. This is a letter that</p> <p>8 Director Kennedy sent to U.S. Representative</p> <p>9 Gwen Moore.</p> <p>10 Q And did you have any input into the content of the</p> <p>11 letter?</p> <p>12 A I think I probably reviewed it. I believe that</p> <p>13 Mr. Kennedy drafted the letter.</p> <p>14 Q Did you have any discussions with him about the</p> <p>15 contents of the letter?</p> <p>16 A I believe so, yes.</p> <p>17 Q Did you have any discussions about the figure that's</p> <p>18 cited, that over 11,000 voters who were mailed</p> <p>19 absentee ballots prior to the recent court decision</p> <p>20 that allowed for implementation of Act 23 in this</p> <p>21 election?</p> <p>22 A Yes, we discussed that issue.</p> <p>23 Q Okay. What do you recall about those discussions?</p> <p>24 A Well, as the letter indicates, there was some</p> <p>25 confusion about what that figure represented and she</p> <p style="text-align: right;">249</p>	<p>1 A Yes, yes.</p> <p>2 Q And what was the distance that you said that they</p> <p>3 were permitted to tell them to stand?</p> <p>4 A The new law established a distance be from three to</p> <p>5 eight feet from the location of the tables where</p> <p>6 voters received ballots or registered.</p> <p>7 Q What discretion, if any, does the local election</p> <p>8 official have with regard to that law?</p> <p>9 A The primary -- under the statutes and under the</p> <p>10 previous administrative rule were there for clerks</p> <p>11 and the chief inspector to determine any space within</p> <p>12 that distance could be used, and it's up to the clerk</p> <p>13 and the chief inspector to lay out the polling place</p> <p>14 and to determine whether the distance is going to be</p> <p>15 under the current law three feet or four feet or up</p> <p>16 to eight feet.</p> <p>17 The observers do not have a right to be as close</p> <p>18 as three feet, and in fact, there's an overlap</p> <p>19 between the new law and the old administrative rule</p> <p>20 between six and eight feet where if clerks previously</p> <p>21 had stationed election observers six feet away, they</p> <p>22 could continue with that practice.</p> <p>23 Q So under the current state of the law, local election</p> <p>24 officials can tell people -- can tell observers you</p> <p>25 cannot stand within four feet of the registration</p> <p style="text-align: right;">251</p>
<p>1 had contacted our office with her concerns, and this</p> <p>2 was Director Kennedy's response.</p> <p>3 Q Was there any follow-up after Mr. Kennedy sent this</p> <p>4 letter?</p> <p>5 A I don't recall if -- I do not believe that we</p> <p>6 received any response from Representative Moore.</p> <p>7 Q Any other discussions from her or her office that</p> <p>8 this was a continuing issue?</p> <p>9 A Not that I know of.</p> <p>10 MS. WILSON: Thank you. I think I'm</p> <p>11 done. Thank you for your time unless you</p> <p>12 have --</p> <p>13 MR. KAWSKI: I just have one follow-up</p> <p>14 question. And did you want -- you said you have</p> <p>15 no further questions, correct?</p> <p>16 MS. WILSON: I have no further --</p> <p>17 unless you have -- unless I have to follow up to</p> <p>18 your follow-up.</p> <p>19 MR. KAWSKI: Sure.</p> <p>20 EXAMINATION</p> <p>21 BY MR. KAWSKI:</p> <p>22 Q Mr. Haas, several hours ago you talked about a</p> <p>23 requirement or a law that would permit local election</p> <p>24 officials to tell election observers where to stand.</p> <p>25 Correct?</p> <p style="text-align: right;">250</p>	<p>1 table or voters, is that right?</p> <p>2 A That's correct.</p> <p>3 Q Instead they could tell them you have to stand as far</p> <p>4 away as six feet from those folks?</p> <p>5 A That is an option, yes.</p> <p>6 Q So in other words, it leaves to the discretion of the</p> <p>7 local election official where in that three to</p> <p>8 eight-foot zone they tell people to stand?</p> <p>9 MS. WILSON: Objection, form.</p> <p>10 A That's correct. The clerk and the chief inspector</p> <p>11 can designate and in effect narrows -- narrow that</p> <p>12 zone, as you said, to five feet away or six to eight</p> <p>13 feet away as long as it is no further away than eight</p> <p>14 feet again where physically feasible is the caveat</p> <p>15 that we put on it.</p> <p>16 Q And the administrative rule you talked about, is that</p> <p>17 in effect currently?</p> <p>18 A It is currently not in effect as a promulgated</p> <p>19 administrative rule. When the permanent rule reached</p> <p>20 the final stages, which was approval by the</p> <p>21 Legislature in 2015, the Legislature did not allow it</p> <p>22 to be approved and it lapsed at the end of the year</p> <p>23 because of the time limits for promulgating the rule,</p> <p>24 and so at this point we do not have an administrative</p> <p>25 rule.</p> <p style="text-align: right;">252</p>

1 Our guidance to clerks has been to continue to  
2 use essentially what was in the administrative rule  
3 with the exception of the distance, which is now set  
4 by statute, but all the other requirements that were  
5 in the administrative rule, our approach has been to  
6 say that is the board's interpretation of the  
7 statutes and that's how we advise clerks to implement  
8 the law.

9 MR. KAWSKI: I have no further  
10 questions.

11 REEXAMINATION

12 BY MS. WILSON:

13 Q But there's no rule?

14 A There's no administrative rule on the books, that's  
15 correct.

16 MS. WILSON: Thank you. That's it.

17 THE VIDEOGRAPHER: We are off the  
18 record. This concludes the video deposition of  
19 Mr. Michael Haas containing four media. The  
20 time is 5:24 p.m.

21 (5:24 p.m.)

253

1 STATE OF WISCONSIN )  
2 ) ss.  
3 COUNTY OF DANE )  
4 )

5 I, LISA A. CREEON, a Registered Professional  
6 Reporter and Notary Public in and for the State of  
7 Wisconsin, do hereby certify that the foregoing is a  
8 true record of the deposition of MICHAEL HAAS, who was  
9 first duly sworn by me; having been taken on the 22nd day  
10 of January, 2016, at the Wisconsin Department of Justice,  
11 17 West Main Street, in the City of Madison, County of  
12 Dane, and State of Wisconsin, in my presence, and reduced  
13 to writing in accordance with my stenographic notes made  
14 at said time and place.

15 I further certify that I am not a relative  
16 or employee or attorney or counsel for any of the  
17 parties, or a relative or employee of such attorney  
18 or counsel, or financially interested in said action.

19 In witness whereof, I have hereunto set my hand  
20 and affixed my seal of office this 23rd day of January,  
21 2016.

22  
23 Notary Public, State of Wisconsin  
24 My Commission Expires: 1/29/17  
25

255

1 ERRATA SHEET

2 Witness Name: Michael Haas

3 Date Taken: January 22, 2016

4 Case Name: One Wisconsin v. Gerald Nichol, et al.

5 Page/Line Reads Should Read Reason

6 \_\_\_\_\_  
7 \_\_\_\_\_  
8 \_\_\_\_\_  
9 \_\_\_\_\_  
10 \_\_\_\_\_  
11 \_\_\_\_\_  
12 \_\_\_\_\_  
13 \_\_\_\_\_  
14 \_\_\_\_\_  
15 \_\_\_\_\_  
16 \_\_\_\_\_  
17 \_\_\_\_\_  
18 \_\_\_\_\_  
19 \_\_\_\_\_  
20 \_\_\_\_\_  
21 \_\_\_\_\_  
22 \_\_\_\_\_  
23 \_\_\_\_\_  
24 \_\_\_\_\_  
25 \_\_\_\_\_

254

<Dates> 1-16-14 3:24. 1/29/17 255:27. 10-20-14 3:30. 10-5-12 3:21. 10-8-14 4:5. 11-3-08 3:18. 6-5-12 3:33, 3:47. 6-7-13 3:13. 8-12-14 3:27. 8-7-12 3:44. 9-4-13 3:36. August 5th, 2014 122:23. August 7th, 2012 165:17. December 2012 11:2. February 2011 46:16. February 2012 144:15. January 2013 7:15. January 2014 110:24. January 22, 2016 121, 254:3. January 22nd, 2016 5:14. January 23rd, 2014 80:2. January, 2016 29. 255:12. January, 2016. 255:22. June 18th, 2015 151:15. 152:15. June 2012 165:22. June 5th 119:14. 160:5, 164:12. 169:8, 169:15. May 8th 160:9, 163:8. November 2013 77:7. November 3rd, 2008 87:23.	October 1, 2008 88:2. October 2008 11:1. October 2012 107:21. September 2013 110:25. \$20 234:23. 15 247:12. 243:17. (1:16 144:1. (5:24 253:21. -vs- 1:11. . <1>. 153, 76:24. 1,000 221:13, 221:20. 1,001 68:15. 1,853 34:18, 35:7, 35:25, 48:7, 126:15. 1-23-14 3:15. 1, 159:23. 10 33:3, 53:6, 61:22, 118:23, 120:8, 120:12, 121:23, 125:9, 128:25, 208:2, 209:8, 247:15. 10-4 3:21. 10-5 106:14. 10-day 118:21. 100 91:22. 1000 2:16. 106 3:20. 11 243:17. 125:6, 170:21, 247:15. 110 3:23. 112 3:26. 116 3:29. 117 3:32. 11:06 76:23. 11:16 77:2. 11th 122:25. 12 65:16, 67:17. 12th 164:9. 13 243:17. 138 3:35.	14 16:24. 15-CV-324 1:11, 5:10. 150 73:20. 151 3:38. 158 3:40. 16 229:19. 229:24. 165 3:43. 17 2:7, 2:23, 5:13, 243:17. 255:13. 18 217:19. 243:17. 182 124:13, 125:16. 182 128:16. 186 3:46. 1896 217:20. 19 126:9, 166:23, 168:1, 220:22. 19, 220:18. 1:04 138:7. 1:07 138:9. 1:16 143:22. 1:59 144:1, 144:3. . <2>. 277:3, 81:2, 123:2, 125:21, 140:9, 143:24, 153:8. 2 122:11, 125:18. 2,8 95:6. 2,9 95:6. 20 80:14, 124:19, 125:6, 170:21, 247:15. 247:19. 2006 53:1. 2008 13:18, 28:20, 37:5, 94:17, 94:20, 94:25, 95:2, 96:9, 99:5, 136:21, 136:24, 137:15, 200:10, 210:3. 2010 12:4, 21:17, 32:24, 135:7, 136:23, 137:15.	160:5. 2010-2011 28:24. 2011 126, 29:3, 32:24, 38:5, 38:8, 46:12, 46:13, 46:14, 47:22, 57:11, 59:22, 72:15, 73:5, 81:17, 85:16, 86:23, 119:4, 184:18, 189:9, 196:21, 207:17, 237:23. 2012 52:7, 94:17, 94:25, 106:14, 163:4, 165:11, 179:19, 181:2. 2012 139:13, 222:21, 222:23. 2013 78:13, 124:12, 139:14, 199:16. 2014 114:13, 122:25, 139:15, 144:17, 144:19, 148:11, 222:23. 2014 52:13, 141:7, 144:18. 2015 59:4, 144:21, 144:22, 252:21. 2015 45:1. 2016 17:4, 51:13, 52:13, 56:6, 88:19, 184:20, 184:24. 2017 83:21. 203 182:7. 20s 29:4. 21 126:8, 243:16. 21, 224:11, 224:12. 22nd 29, 255:11. 23 183:4, 249:20. 23, 226:22. 239 3:49. 23rd 255:22. 24 166:23, 24, 230:25.
---	--	--	---

256

249.4.4.	117.24.	873.17.	acceptable 39:14,	198:11.	alluding 60:19.	39.8, 40.9, 40:13,	105:15.
25 7:20, 32:19,	47 3:35, 138:11.	.	39:21, 153:13,	aggressive 85:23,	Almost 38:15,	41:13, 41:17, 46:3,	applied 24:1, 122:8,
34:22, 36:5,	48 3:38, 151:6,	.	158:2, 168:5,	95:16, 221:24,	208:16.	145:5, 145:11,	126:9, 128:21,
165:24, 193:13,	151:8.	<9>.	168:10, 168:14,	222:4.	alphabet 178:21.	187:9.	134:4, 209:7.
247:19.	49 3:40, 158:21,	9,000 153:12, 155:8,	168:21, 169:1,	ago 250:22.	already 28:23,	answer 7:2, 9:16,	apply 26:8,
25 185:22.	158:22.	158:1.	169:5, 170:5,	agree 48:24, 91:15,	69:25, 122:10,	182 21:3, 21:5,	126:8.
250 3:7.	164:20.	90 162:12.	244:23.	168:6, 169:7,	129:17, 156:12,	25:16, 37:21,	applying 103:19,
26 3:2, 19, 193:14,	4:03 210:11.	94105 2:17.	acceptable.	172:25.	158:11, 184:16,	57:12, 62:22,	103:20, 134:9,
201:15.	.	9:14 1:22, 2:10,	168:13.	203:11.	192:15, 192:17,	67:21, 67:23,	148:4.
28 118:19, 118:24,	<5>.	5:15.	access 62:3, 62:8,	agreed 171:17,	217:11, 221:14,	75:25, 86:9,	appoint 33:20,
119:25, 120:4,	5 152:12, 153:15.	.	73:1, 155:16,	192:15, 192:17,	221:21,	105:14, 114:2,	appointed 33:12,
120:8, 120:12,	50 3:43, 76:9, 165:3,	<A>.	161:8, 172:13,	203:11.	242:22.	157:17, 191:6,	33:14, 201:25,
121:23, 176:24,	185:21.	A 1:24, 25, 3:43,	213:21.	agrees 16:5.	although 54:20,	191:9, 193:25,	202:7, 204:12,
208:2, 209:3,	50 165:5.	195:23.	accessibility 96:17,	ahead 21:3, 168:24,	55:5, 89:12,	237:10.	204:24.
209:8, 209:17.	505 2:16.	a.m. 1:22, 2:10, 5:15,	97:10.	191:9.	160:15, 197:12,	answered 191:5.	appointment
28-day 118:16,	51 3:46, 186:2,	195:23.	accessible 96:22,	aid 239:21,	202:22.	antennas 74:17.	98:8.
118:20.	51 186:4.	ability 69:10, 70:18,	96:25, 181:13.	240:13.	225:17.	anticipate 27:18,	appreciation
176:25.	52 3:49, 238:25,	abide 201:10.	136:15.	aid 157:16.	amended 36:18,	50:3, 50:7,	21:9.
29 232:18.	239:2, 239:5.	able 15:10, 25:16,	accidentally	aimed 135:19.	187:23.	74:19.	apprised 242:10.
.	52 239:1.	26:19, 40:15,	136:15.	aisle 147:17.	amendment 80:25,	138:18.	approach 12:11,
<3>.	53 4:4, 248:24.	103:14, 133:21,	accommodate 87:4,	al 1:7, 1:13, 5:6, 5:7,	82:15, 82:22,	196:20.	26:17, 40:22,
3 82:2, 140:23,	53 249:1.	134:1, 134:10,	97:12, 98:5.	25:4.	195:15,	anybody 27:24,	43:20, 44:6, 84:20,
144:4, 210:9.	53703 2:24.	135:21, 190:18,	accommodating	Albrecht 221:10,	203:22.	45:14, 50:22, 51:7,	135:17, 218:3,
3 125:20.	5:13 248:20.	192:10, 210:23,	178:14.	221:11,	amendments 9:2,	68:19, 121:7,	238:5, 247:24,
30 33:3, 35:13.	5:18, 248:23.	214:7, 215:10,	accompanied	225:18.	21:12.	122:18, 217:8,	253:5.
30th 17:4.	5:24 253:20.	215:20,	124:14, 217:6.	alert 98:3, 221:5.	America 52:23.	240:5.	appropriate 150:2,
31 235:19.	.	222:10.	accompany 240:23,	alerting 78:8.	amongst 15:22,	anyway 217:23.	158:9.
32 237:14.	<6>.	able 15:10, 25:16,	241:8.	alleged 183:14.	18:22, 28:5, 63:20,	apologize 28:23,	appropriately 103:6,
39 3:12, 78:2,	6 65:16, 67:17.	26:19, 40:15,	accordance	Allison 139:1, 139:2,	151:25.	138:18.	106:9, 105:16,
78:4.	6 18:15, 3:38.	51:22, 58:9, 64:15,	255:15.	140:10, 140:18,	amount 30:16,	apparently	148:2.
39 77:24.	6 65:16, 67:17.	65:21, 66:23, 69:4,	account 58:20,	166:8, 166:10,	30:17, 35:16, 45:9,	177:6.	approval 152:7,
3:52 210:7.	6 65:16, 67:17.	84:2, 84:15, 84:16,	82:19, 82:20,	166:13.	50:25, 86:5, 90:23,	appeal 157:1.	252:20.
.	6 65:16, 67:17.	85:22, 96:15,	82:24, 83:4, 83:18,	allocate 194:12,	92:15, 141:12,	appear 168:2,	approve 26:12,
<4>.	6 65:16, 67:17.	96:24, 104:7.	83:22, 111:20,	allocated 45:11,	192:18, 193:25,	180:3.	approved 19:24,
4 210:13.	6 65:16, 67:17.	130:15, 131:15,	143:8.	45:20, 45:24,	220:10,	appearance	20:1, 45:17, 46:9,
40 3:15, 79:18,	6 65:16, 67:17.	133:24, 143:2,	Accountability 7:11,	83:13, 86:6,	234:18.	153:9.	67:6, 67:15, 83:21,
102:4, 195:17.	<7>.	156:3, 157:6,	99:8.	145:23.	analysis 161:21,	appeared 118:7,	205:16,
40 79:17.	7 190:5, 195:23,	173:19, 178:15,	accumulated	allow 170:22, 196:3,	220:6.	119:17, 137:17,	252:22.
41 3:17, 87:12.	196:5, 196:6.	185:15, 197:13,	200:9.	211:9, 212:6,	analyze 61:1.	224:8, 225:10.	approximately 7:20,
41 87:11.	7 243:17.	198:16, 212:14,	accurate 7:7, 25:6,	252:21.	analyzing 160:5.	appearing 2:17,	32:22, 119:4,
42 3:20, 106:7.	72 48:8, 136:25,	213:2, 213:21,	104:9, 106:3,	allowed 39:14,	anecdotal 59:18,	2:24.	153:12, 158:1.
42 106:5.	78 3:12.	246:23.	123:25, 145:4,	64:12, 71:4, 71:14,	61:5.	appears 78:11, 80:1,	April 59:5, 122:25,
43 3:23, 110:2.	79 3:15.	above 68, 176:1.	154:10, 229:20,	71:20, 133:22,	anecdotes	80:10, 81:8, 87:23,	123:9, 123:19,
44 3:26, 112:8.	.	above-entitled	232:12.	143:1, 198:19,	105:17.	110:24, 113:9,	144:21.
112:9, 112:10.	<8>.	22.	accurately 49:8.	198:24,	angle 229:14.	123:1, 165:1,	archived 200:7.
45 3:29, 112:8,	8 195:23.	abreast 21:15,	acknowledged	249:20.	Ann 167:5, 227:15,	166:19.	Ardis 227:15,
116:6, 116:7.	80 163:4, 163:17.	21:19, 25:21.	203:18.	allowing 71:18,	227:21, 230:9.	application 124:13,	227:21, 230:9.
46 3:32, 117:23,	.	abused 14:23.	across 15:24, 58:10,	97:19, 215:23.	announcement	222:17, 242:17,	area 11:23, 24:4,
.	.	academic 26:9.	122:9.	allows 55:9.	184:20, 187:7.	242:21.	27:3, 27:17, 56:3,
.	.	accept 194:22.	Act 12:4, 52:24,	alluded 194:8.	announcements	applications 103:6,	64:14, 64:25, 66:6,

120:2, 124:13, 125:16, 128:16, 200:2, 249:20.	141:1, 145:16, 146:6, 156:16, 156:21, 173:5, 180:23, 181:4, 183:1.	232:22. administrative 20:9, 30:19, 63:8, 63:23, 63:24, 65:11, 65:14, 66:14, 67:7, 67:12, 71:5, 80:15, 143:4, 147:20, 150:2, 177:18, 191:19, 196:19, 209:13, 214:1, 218:3, 218:9, 220:15, 223:8, 251:10, 251:19, 252:16, 252:19, 252:24, 253:2, 253:5, 253:14.	advocated 229:2. advocating 219:21. affected 9:25, 50:13, 52:15, 52:20, 57:6, 69:23, 84:9, 86:4, 101:5, 103:13, 130:20, 131:20, 133:21, 134:10, 211:14. affected 10:11, 42:18, 66:22, 118:21, 119:25, 194:10. affecting 96:5. affects 126:22, 166:18, 192:9, 211:15. affiliated 231:12. affixed 255:22. African-american 180:6. African-americans 42:1. afternoon 144:6. afterwards 139:23. age 72:23, 72:25. agencies 13:16, 17:8, 18:24, 52:19, 87:2, 87:5, 102:14, 140:7, 146:11, 147:8. agency 8:13, 11:7, 11:9, 11:17, 12:9, 14:7, 15:21, 16:1, 19:17, 20:10, 23:5, 35:17, 45:6, 45:17, 46:4, 51:11, 51:18, 51:19, 67:17, 73:21, 84:15, 86:1, 87:5, 87:8, 88:16, 89:20, 100:14, 145:21, 148:16, 148:24, 164:6, 194:4, 218:4, 218:11, 219:25. agenda 19:23, 20:3, 25:2, 197:11.	65:15, 66:15, 155:20, 185:4, 209:20, 223:3, areas 13:24, 17:12, 25:12, 68:24, 98:23, 140:25, 141:3, 179:20, 180:2. argued 218:22. argument 122:4, 122:6, 122:7, 132:24, 133:6, 191:15. arguments 40:21, 41:22, 124:24, 209:18, 234:20. arise 74:19. arose 34:16, 177:5. around 23:3, 28:17, 30:8, 31:24, 35:10, 43:17, 62:2, 68:19, 75:3, 88:1, 90:5, 111:25, 124:7, 143:16, 192:4, 215:12. arranging 23:15. Article 227:14, 236:11, 236:12, 237:6. articles 15:25, 22:20, 23:3, 23:4, 25:4. aside 79:17, 158:13, 224:11, 247:11. aspect 42:11. aspects 64:8, 66:23, 87:2. Assembly 21:24, 80:3, 81:1, 148:13, 149:3, 149:15, assertion 188:22. assigned 16:12, 84:14, 112:22. assignments 11:25, 12:15, 12:24, 141:25, assist 76:1, 96:19, 182:13.	assistance 12:13, 141:24, 238:9. Assistant 2:21, 5:25. assister 142:1. Assisting 15:3, 141:22, 141:23. associated 8:4, 237:9. assume 36:2, 104:5, 160:19, 216:19. assumed 113:15. Assuming 173:4, 213:21. atmosphere 224:18, 224:23, 225:21, 225:25. attached 119:10, 165:13, 165:19, 166:7. attachment 185:22, 232:1. attachments 165:19, 165:25, 166:1. attempt 136:11, 237:2. attempted 135:10. attempting 244:6. attempts 136:10, attend 30:9, 32:2, 139:22, 228:22, 228:23, 228:24. attendance 247:2. attended 247:18. attending 149:13. attends 226:13. attention 15:21, 16:10, 25:3, 35:21, 37:4, 51:5, 52:11, 52:16, 56:10, 56:13, 57:19, 57:20, 74:17, 75:1, 90:24, 100:1.	104:11, 116:4, 134:6, 134:8, 141:5, 167:12, 181:3, 181:10, 181:15, 193:9, 193:11, 204:20, 205:18, 238:9. attire 98:12. Attorney 2:21, 3:5, 3:7, 4:9, 6:1, 12:8, 12:10, 12:16, 12:20, 13:6, 13:9, 22:16, 38:10, 76:18, 77:17, 99:7, 99:19, 100:2, 116:14, 116:20, 117:17, 118:11, 123:22, 137:5, 166:21, 167:5, 167:6, 167:13, 227:10, 233:11, 234:17, 235:14, 255:18, 255:19. Attorneys 2:15, 11:6, 12:12, 43:16, 87:22, 135:6, 135:14, 137:1. attracted 100:1, audience 35:19, 40:15, 84:19, 84:23, 85:4. audiences 111:18, 246:14, 247:17. August 18:9, 118:3, 114:13, 123:9. author 119:9, 119:13, 122:16, 138:25, 139:7, 203:20. authority 16:19, 33:21. authorize 90:8, 197:1. authorized 46:5, 221:24, 223:12, 233:15. authors 149:3, 203:2, 213:10.	availability 101:22, 101:25, 189:18, 207:13. available 14:9, 29:24, 30:11, 43:1, 45:6, 98:1, 98:5, 139:21, 139:23, 145:7, 157:10, 171:14, 190:4, 196:4, 238:25, 240:5, 242:1, 242:6, 242:15, 242:18, 242:20, 243:4, 243:6, 245:18, 247:4, 248:14, 248:15. average 28:14, 31:9. aware 16:20, 23:5, 49:2, 49:19, 50:4, 50:7, 51:16, 64:5, 75:5, 75:8, 101:14, 102:15, 105:4, 107:25, 108:10, 110:23, 111:1, 111:4, 128:25, 134:24, 158:4, 178:22, 183:3, 201:13, 212:23, 225:6, 228:12, 226:14, 227:15, 238:8. awareness 39:2. away 66:22, 103:12, 105:2, 108:24, 112:2, 115:15, 116:21, 121:13, 168:9, 168:15, 190:11, 190:18, 192:9, 226:21, 230:24, 232:17, 251:21, 252:4, 252:12, 252:13.	<B>. B. 3:40, 240:12. Back 8:3, 25:21.
---	--	---	--	--	--	---	---	--

52:10, 52:11, 54:25, 59:17, 72:22, 81:4, 86:10, 86:19, 106:5, 106:12, 106:14, 126:19, 138:10, 138:15, 139:11, 144:14, 147:14, 149:24, 150:6, 150:10, 153:8, 153:15, 164:24, 179:16, 184:21, 185:24, 206:3, 209:16, 210:17, 216:14, 224:3, 234:18, 242:23, background 7:10, 102:3, 107:7, 228:4, backup 130:12, bags 181:12, balance 66:24, balloting 89:12, 89:22, 89:24, ballots 15:10, 49:5, 49:11, 51:25, 59:6, 59:7, 59:9, 64:16, 65:3, 89:23, 89:25, 90:4, 92:9, 92:10, 92:15, 95:18, 96:8, 97:20, 98:6, 109:24, 132:15, 143:17, 161:2, 182:22, 190:4, 212:22, 213:3, 213:8, 214:14, 216:3, 249:19, 251:6, bank 71:22, 82:18, banter 234:18, barely 196:6, base 75:12, 162:2, Based 26:24, 56:2, 65:23, 85:6, 91:10, 105:17, 120:13, 132:12, 152:17, 155:15, 184:12, 187:18, 212:16, 232:13, 235:13, 236:14, basic 71:17, basically 12:22, 102:13, 114:3, 145:6, 163:1, 222:12, Basics 52:10, 52:11, 52:12, 139:11, 139:15, basing 121:20, 163:11, basis 19:1, 25:17, 48:9, 54:21, 143:1, 182:4, 228:2, batches 101:4, beat 94:25, 215:7, became 110:23, 115:1, 151:2, 192:1, 240:23, 245:11, become 18:16, 46:15, 61:13, 62:25, 63:16, 69:13, 72:3, 75:5, 90:21, 99:2, 102:15, 174:10, 193:24, 219:22, 230:21, becomes 16:20, 247:8, becoming 53:11, begin 13:18, beginning 77:3, 144:4, 210:12, behalf 2:18, 2:25, 113:22, 132:22, 153:9, behavior 210:1, behind 66:13, 66:14, 68:16, believes 14:15, Bell 3:40, 159:18, 159:24, 160:18, 160:22, 164:9, benefit 126:7, 126:11, 129:11, 132:17, 132:25, 191:2, 191:3, 191:19, 192:6, 211:1, 211:4, 213:25, 214:1, benefits 122:5, 133:14, 134:12, best 16:8, 53:12, 107:2, 176:8, 194:7, 194:12, 194:24, 213:11, 218:6, better 69:8, 93:21, 164:16, 192:18, 202:12, 202:14, beyond 157:12, 164:7, 190:5, 205:17, biases 143:8, big 47:21, 52:14, 56:14, 61:13, 62:25, 134:15, 134:19, 155:19, 182:19, bigger 65:7, 65:8, bills 62:19, 207:14, bipartisan 151:4, 203:19, 229:10, birth 234:22, bit 7:9, 10:22, 12:5, 21:14, 24:5, 34:21, 52:6, 52:9, 61:7, 61:20, 86:15, 89:13, 102:12, 104:1, 121:19, 123:2, 124:3, 129:4, 131:10, 135:15, 163:10, 176:19, 182:9, 188:7, 193:24, 196:7, 205:24, 208:3, 209:19, black 213:15, blessing 198:17, blocks 68:11, 221:13, 221:16, blog 230:2, 230:3, blogs 26:3, Bobbie 2:13, 5:23, 6:16, body 20:10, 20:24, 27:12, 33:10, 33:13, 220:15, bolts 14:25, books 15:11, 178:20, 223:2, booth 70:8, 223:2, bore 62:4, bother 105:3, bothered 126:17, bottom 244:5, box 101:17, brainstorm 176:9, brainstorming 181:6, branch 102:3, 102:12, 102:18, 104:22, 218:9, branches 102:1, 102:4, 105:24, 174:22, brand 35:14, 51:20, 244:14, break 7:2, 7:5, 57:7, 143:21, 166:7, Brian 159:18, 159:25, 160:3, 160:18, 160:20, 161:7, 162:6, briefly 36:20, Bring 10:7, 41:15, 52:10, 75:18, 104:15, 120:16, 145:2, 239:23, 240:18, 241:6, 243:23, 244:2, 244:4, 244:13, 245:23, 248:13, bringing 100:4, broad 57:12, 60:20, 208:18, broadcast 46:3, 178:18, 181:21, 189:25, 192:18, 195:19, 204:10, 214:14, 220:10, 230:14, 234:18, 234:18, Certainly 17:22, 18:5, 18:13, 27:5, 40:21, 43:9, 58:19, 58:7, 62:22, 71:11, 83:18, 83:22, 129:24, 135:12, 146:15, 147:3, 149:4, 180:16, 180:20, 187:16, 213:24, 218:23, 224:8, 226:12, 242:16, 247:7, certainty 125:2, 154:4, certificate 234:13, 234:22, certified 31:3, certify 255:9, 255:17, certifying 176:23, chain 78:7, 235:22, chains 159:4, chains 21:23, challenge 18:14, 34:16, 34:25, 35:17, 66:19, 91:24, 92:10, 130:3, 143:1, 143:2, 143:13, 182:5, 182:14, 223:10, 223:15, 251:11, 251:13, 252:10, challenged 142:23, 143:5, 222:9, challenger 143:10, challenges 8:22, 51:17, 52:14, 82:8, 143:7, 182:19, challenging 121:6, 142:21, 143:7, chance 87:13, 151:8, 224:1, 224:13, 226:24, 235:20, 249:1, changed 64:19, 118:23, 123:8, 125:13, 168:24, 176:18, 184:18, 189:8, 189:13, 205:23, 212:21, 215:8, 241:10, 122:19, changing 103:15, 170:18, 204:4, 212:1, 212:16, characterize 49:23, 57:21, 179:12, 197:18, 204:11, Charge 57:14, 57:15, 106:18, 139:24, 140:3, 175:3, 193:14, 233:4, 233:14, 234:25, 235:4, charged 50:22, 51:7, 193:13, 233:10, 234:8, 235:10, charging 235:16, chatting 119:6, check 30:1, 76:10, 99:24, 167:7, 202:19, checklists 51:9, checks 69:20, 99:4, 99:12, 99:13, 239:5, chief 30:20, 66:21, 70:22, 174:25, 175:1, 175:2, 175:6, 175:10, 175:15, 175:17, 175:18, 176:10, 177:6, 177:20, 223:10, 223:15, 251:11, 251:13, 252:10, chiefs 176:20, 177:10, 183:8, choice 33:7, 67:21, 132:18, choices 219:19, 219:21, choose 33:7, 33:8, 93:8, chosen 216:17, chunk 45:25, church 43:13, Cindy 230:2, circuit 100:5, circulate 27:15, 27:19, 151:25, circulated 78:10, 122:19, circulates 230:5, circumstance 83:11, circumstances 36:8, 179:12, 197:18, 204:11, citations 123:24, cited 249:18, cities 33:11, citizens 208:21, citizenship 200:12, 200:25, City 28, 118:4, 118:11, 142:16, 182:6, 182:18, 182:20, 221:7, 226:15, 226:18, 255:13, Civil 24, 43:5, 167:3, 236:8, 236:13, 236:23, claimed 116:22, 155:9, clarification 144:6, 188:21, clarified 115:1, clarify 99:22, 188:19, clarity 168:4, classify 161:12, clause 123:3, Clay 155:15, 164:15, 185:20, 217:22, 239:3, Clayton 2:20, 5:25, CLE 30:13, clear 80:18, 147:22, 164:20, 167:17, 218:18, 234:8, clearly 168:23, 193:6, 214:6, 219:16, click 55:8, close 21:21, 37:13, 51:3, 68:3, 100:15, 227:16, 230:10, 230:18, 251:17, closed 151:20, closely 37:4, 100:10, 100:16, 100:18, 100:22, 174:19, closer 68:7, 110:19, 111:4, 181:22, closing 97:18, clouds 20:15, clunker 53:12, Coakley 3:43, 139:1, 139:2, 140:10, code 11:10, 13:22, 17:13, coding 53:24, Code 2:14, 5:24, collect 127:23, 128:1, 237:25, 244:22, collecting 23:3, 80:6, 127:18, collective 51:11, 67:16, 74:18, 88:14, collectively 61:8, 75:12, 244:1, collects 90:2, college 39:16, 118:14, 121:3, 121:5, 121:11, 200:11, 200:13, 201:17, 233:9, colleges 39:18, 200:24, 201:3, 201:9, 201:14, column 227:4, combination 36:7, 63:2, combined 13:18, 51:23, comes 49:20, 55:23, 81:4, 96:16,

261

263

broaden 246:3, 246:5, brochures 243:23, broken 70:19, brought 20:2, 35:2, 99:19, 104:17, 105:20, 219:6, budget 39:3, 45:9, 45:11, 83:15, 83:18, 83:19, 83:21, 85:10, 85:17, 85:21, 86:2, 86:3, 86:11, 86:17, 86:19, 87:4, 87:7, 146:1, 158:10, budgeting 33:25, Burger 3:23, 3:29, 3:32, 110:9, 116:25, 117:9, 118:5, 118:10, 232:21, 234:17, build 52:13, Building 139:14, 143:20, built 100:11, bunch 68:14, 243:16, 243:17, burden 42:3, 129:9, 130:2, Bureau 39:9, business 114:8, 219:20, buttons 98:15, buy 46:2, 145:11, <C>, C 1:13, 5:7, calculate 72:22, 154:4, calculating 155:15, California 2:17, 68:15, call 24:6, 28:7, 46:15, 55:8, 60:11, 76:3, 78:19, 89:22, 99:12, 100:19, 100:20, 107:8, 109:5, 109:10, 113:12, 113:18, 113:25, 114:17, 115:21, 119:12, 134:23, 140:14, 157:15, 157:22, 184:16, 189:1, 189:6, 208:24, 223:7, 223:23, 243:1, called 6:6, 12:3, 36:23, 39:9, 41:10, 41:14, 52:11, 54:22, 113:19, 114:15, 115:3, 144:10, 223:20, 228:15, 234:10, calling 108:21, 119:6, calls 23:13, 23:22, 39:24, 47:1, 61:2, 61:23, 61:24, 74:21, 76:18, 115:2, 115:16, 119:16, 123:21, 161:6, 161:23, 162:13, 163:9, 192:11, 225:2, camera 71:21, cameras 71:4, 71:5, 71:9, 71:14, 71:17, 71:18, 71:20, 71:23, campaign 11:10, 12:2, 12:3, 12:17, 12:18, 13:21, 14:1, 14:7, 14:17, 17:13, 45:12, 64:11, 64:12, 69:18, 148:16, 148:19, 154:19, 154:23, 156:6, 156:21, 157:7, campaigns 69:22, 75:4, 92:24, 148:17, Campbell 227, 5:15, 5:16, campus 118:9, 121:7, 121:8, 234:9, campuses 233:13, candidate 14:14, 64:11, 212:13, Candidates 12:7, 14:2, 14:6, 14:11, 58:21, 64:12, 94:5, 98:15, 185:13, 210:24, 212:15, capability 84:24, Capitol 157:21, captured 153:6, card 235:9, 237:4, cards 233:20, 236:14, cards 237:1, care 24:11, 32:13, 40:1, 42:14, 113:5, 114:20, Case 1:11, 5:10, 36:19, 66:4, 66:5, 77:6, 77:9, 83:9, 131:16, 131:21, 135:18, 218:18, 223:19, 232:14, 239:10, 240:25, 254:4, cases 16:17, 19:22, 20:4, 21:10, 21:11, 25:15, 27:1, 27:13, 27:16, 93:10, 93:13, 103:2, 103:18, 104:19, 105:18, 105:23, 108:8, 108:22, 131:18, 135:9, 137:2, 137:7, 137:8, 139:7, 147:21, 151:19, 153:1, 153:2, 174:9, 203:17, 207:12, cast 37:16, 59:7, 59:13, 89:23, 93:5, 96:7, 97:19, 98:6, 131:15, 215:16, 215:18, catch 116:4, categories 136:7, 160:11, 161:13, 161:16, 163:7, 245:17, categorize 9:19, 60:18, categorized 60:3, 60:23, 160:12, 161:15, category 60:20, 60:25, 61:4, 69:17, 147:25, 163:10, 168:13, 246:13, cause 68, 49:9, 109:2, 109:4, 183:5, 200:18, caused 36:12, 73:25, 74:4, 74:5, 74:6, 126:13, 146:25, 188:21, 188:23, 205:13, 233:16, causes 131:23, 132:1, 132:3, causing 71:18, cautious 188:8, caveat 25:11, 163:10, 252:14, caveats 154:2, 155:17, c'd 159:18, cell 71:9, center 54:9, centered 155:5, centralize 202:11, Cerny 227:21, certain 38:18, 40:8, 40:10, 40:15, 41:25, 47:23, 50:25, 69:9, 72:23, 84:13, 91:22, 127:17, 127:20, 148:17, 174:5, 188:2, 188:2, 189:25, 192:18, 195:19, 204:10, 214:14, 220:10, 230:14, 234:18, 234:18, 185, 18:13, 27:5, 40:21, 43:9, 58:19, 58:7, 62:22, 71:11, 83:18, 83:22, 129:24, 135:12, 146:15, 147:3, 149:4, 180:16, 180:20, 187:16, 213:24, 218:23, 224:8, 226:12, 242:16, 247:7, certainty 125:2, 154:4, certificate 234:13, 234:22, certified 31:3, certify 255:9, 255:17, certifying 176:23, chain 78:7, 235:22, chains 159:4, chains 21:23, challenge 18:14, 34:16, 34:25, 35:17, 66:19, 91:24, 92:10, 130:3, 143:1, 143:2, 143:13, 182:5, 182:14, 223:10, 223:15, 251:11, 251:13, 252:10, challenger 143:10, challenges 8:22, 51:17, 52:14, 82:8, 143:7, 182:19, challenging 121:6, 142:21, 143:7, chance 87:13, 151:8, 224:1, 224:13, 226:24, 235:20, 249:1, 249:1, 118:23, 123:8, 125:13, 168:24, 176:18, 184:18, 189:8, 189:13, 205:23, 212:21, 215:8, 241:10, 122:19, changing 103:15, 170:18, 204:4, 212:1, 212:16, characterize 49:23, 57:21, 179:12, 197:18, 204:11, Charge 57:14, 57:15, 106:18, 139:24, 140:3, 175:3, 193:14, 233:4, 233:14, 234:25, 235:4, charged 50:22, 51:7, 193:13, 233:10, 234:8, 235:10, charging 235:16, chatting 119:6, check 30:1, 76:10, 99:24, 167:7, 202:19, checklists 51:9, checks 69:20, 99:4, 99:12, 99:13, 239:5, chief 30:20, 66:21, 70:22, 174:25, 175:1, 175:2, 175:6, 175:10, 175:15, 175:17, 175:18, 176:10, 177:6, 177:20, 223:10, 223:15, 251:11, 251:13, 252:10, chiefs 176:20, 177:10, 183:8, choice 33:7, 67:21, 132:18, choices 219:19, 219:21, choose 33:7, 33:8, 93:8, chosen 216:17, 249:1, 45:25, church 43:13, Cindy 230:2, circuit 100:5, circulate 27:15, 27:19, 151:25, circulated 78:10, 122:19, circulates 230:5, circumstance 83:11, circumstances 36:8, 179:12, 197:18, 204:11, citations 123:24, cited 249:18, cities 33:11, citizens 208:21, citizenship 200:12, 200:25, City 28, 118:4, 118:11, 142:16, 182:6, 182:18, 182:20, 221:7, 226:15, 226:18, 255:13, Civil 24, 43:5, 167:3, 236:8, 236:13, 236:23, claimed 116:22, 155:9, clarification 144:6, 188:21, clarified 115:1, clarify 99:22, 188:19, clarity 168:4, classify 161:12, clause 123:3, Clay 155:15, 164:15, 185:20, 217:22, 239:3, Clayton 2:20, 5:25, CLE 30:13, clear 80:18, 147:22, 164:20, 167:17, 218:18, 234:8, clearly 168:23, 193:6, 214:6, 219:16, click 55:8, close 21:21, 37:13, 51:3, 68:3, 100:15, 227:16, 230:10, 230:18, 251:17, closed 151:20, closely 37:4, 100:10, 100:16, 100:18, 100:22, 174:19, closer 68:7, 110:19, 111:4, 181:22, closing 97:18, clouds 20:15, clunker 53:12, Coakley 3:43, 139:1, 139:2, 140:10, code 11:10, 13:22, 17:13, coding 53:24, Code 2:14, 5:24, collect 127:23, 128:1, 237:25, 244:22, collecting 23:3, 80:6, 127:18, collective 51:11, 67:16, 74:18, 88:14, collectively 61:8, 75:12, 244:1, collects 90:2, college 39:16, 118:14, 121:3, 121:5, 121:11, 200:11, 200:13, 201:17, 233:9, colleges 39:18, 200:24, 201:3, 201:9, 201:14, column 227:4, combination 36:7, 63:2, combined 13:18, 51:23, comes 49:20, 55:23, 81:4, 96:16,

262

264



confrontational 223.3.	106:4, 120:19, 124:25, 142:11, 152:23, 162:4, 189:18, 191:12, 191:13, 213:14, 107:24.	contacts 23:15, 61:21, 157:4, 160:8, 163:7, 235:14.	174:23, 176:5, 221:6.	120:8, 120:12, 124:19, 125:6, 126:8, 126:9, 175:13, 176:24, 208:2, 209:4, 209:8, 209:17.	211:9.	143:24, 144:4, 210:9, 210:13, 253:18, 255:10.	137:20, 178:23, 251:11, 251:14.
confused 75:15, 107:24.	238:20, 238:21.	containing 253:19.	conversations 22:4, 120:9, 121:20, 146:12, 147:5, 160:23, 174:21, 181:5, 195:21.	deadline 215:5, deadlines 98:1, 98:8.	Declining 212:6, decrease 178:21, dedicated 16:7, 86:13, 171:12, Defendants 1:15, 22:5, 5:7, 6:2, 239:9.	depositions 6:22, 77:17.	determined 33:10, 156:25, 213:11.
confusing 183:8, 198:20.	consistently 102:25, 103:8, 103:25, 122:8, 134:5, 134:9, 175:15, 228:8.	contains 15:7, content 175:16, 249:10.	convey 69:22, 162:16.	deal 8:12, 75:19, 135:14.	deference 21:1, 220:10.	deputies 80:18, 127:22, 201:24, 202:7, 204:11, 204:23, 205:5, 205:13, 205:15, 206:8, 206:25.	determining 87:6.
confusion 75:15, 89:11, 107:13, 107:18, 107:21, 108:10, 108:14, 109:2, 109:4, 118:15, 118:17, 183:20, 183:21, 188:21, 188:23, 189:5, 249:25.	constant 34:25, 228:8.	contentious 63:2.	conveyed 89:9, 96:2, 156:13, 156:19.	dealt 24:5.	define 136:5.	deputies 127:13.	detriment 132:17.
conjunction 39:6.	constantly 51:8, 129:13, 170:17.	contents 249:15, context 183:25, 204:18.	convicted 131:21.	death 135:25.	definitely 236:3.	deputy 80:21.	develop 41:2, 41:12, 46:1, 52:5, 100:13, 157:7.
connected 43:13, 55:21.	constituents 242:13.	continual 35:20, 93:18, 194:23.	convictions 137:22.	debate 46:24, 68:1, 82:19, 122:5, 146:15, 147:25, 148:20, 151:2.	delay 49:9, 92:21.	describe 7:17, 24:13, 52:22, 53:13, 107:2, 116:12, 118:3, 229:11.	developed 12:14, 13:15, 41:7, 41:16, 53:1, 63:10, 236:23.
connecting 42:15, 236:13.	constrained 84:1.	continually 129:22.	convinced 204:5.	decide 36:14, 49:15, 133:24, 147:1, 156:9, 214:10, 220:12.	delays 47:17, 47:18, 92:16, 92:17, 93:10, 93:14.	described 93:13, 152:19, 156:10, 222:14, 223:5, 242:4.	developing 22:7, 39:3, 53:7.
connection 107:3, 230:10.	constraints 85:10.	continue 10:23, 19:15, 225:6, 251:22, 253:1.	cooperation 100:15.	decided 16:25, 59:14, 59:16, 105:25, 132:19, 153:3, 168:24, 189:17, 214:9, 215:17.	deleted 114:10.	describes 108:12, 221:25, 225:18.	development 23:6, 51:18, 56:15, 194:15.
connections 227:16.	consult 13:8, 167:19.	Continued 4:1, 100:13, 145:8.	coordinated 159:25.	decide 16:25, 59:14, 59:16, 105:25, 132:19, 153:3, 168:24, 189:17, 214:9, 215:17.	demand 92:23.	describing 109:11, 118:5.	deposits 28:9.
connotation 58:5.	contact 8:19, 43:16, 44:12, 44:15, 47:7, 60:9, 60:22, 76:1, 96:7, 102:12, 102:17, 113:9.	control 51:2, 171:4, 175:10, 202:13, 202:14, 221:25.	coordinating 167:1.	decided 16:25, 59:14, 59:16, 105:25, 132:19, 153:3, 168:24, 189:17, 214:9, 215:17.	demographic 73:2.	descriptions 15:14.	device 62:6.
consecutive 194:16.	contract 8:19, 43:16, 44:12, 44:15, 47:7, 60:9, 60:22, 76:1, 96:7, 102:12, 102:17, 113:9.	contracted 41:7, contribute 26:20, 139:25.	coordination 9:22.	decides 33:13, 243:12.	demonstrate 199:5.	despite 16:9, 115:23.	devices 62:9.
consensus 28:5, 28:9, 156:13, 213:7, 218:13.	conservative 229:13.	control 51:2, 171:4, 175:10, 202:13, 202:14, 221:25.	coordinator 139:4, 166:10.	decision 14:13, 14:22, 25:15, 147:5, 148:14, 157:11, 186:19, 192:14, 198:14, 204:2, 249:19.	denied 183:12, 183:22.	despite 16:9, 115:23.	devil 234:19.
consider 28:12, 69:2, 154:23, 190:16, 209:23.	consideration 38:13, 91:20.	controversial 16:4, 99:5.	cop 140:20.	decisions 11:16, 16:6, 21:13, 83:15, 84:17, 146:14, 146:17, 147:3, 147:15, 147:18, 178:24.	Department 2:7, 2:22, 5:12, 6:1, 146:4, 182:11, 235:7, 236:7, 236:12, 236:22, 255:12.	despite 16:9, 115:23.	difference 126:13, 176:20.
considered 11:20, 104:1, 130:2, 131:19, 216:16.	considered 11:20, 104:1, 130:2, 131:19, 216:16.	controversies 24:25.	copied 84:6, 221:4.	declared 16:25, 59:14, 59:16, 105:25, 132:19, 153:3, 168:24, 189:17, 214:9, 215:17.	denied 183:12, 183:22.	despite 16:9, 115:23.	differences 149:6.
consist 151:18.	consistency 126:7.	controversy 16:10, 50:24.	copies 174:6.	declared 16:25, 59:14, 59:16, 105:25, 132:19, 153:3, 168:24, 189:17, 214:9, 215:17.	denied 183:12, 183:22.	despite 16:9, 115:23.	different 12:21, 18:15, 22:21, 29:22, 35:19, 42:11, 57:3, 60:1, 61:17, 61:18, 92:5, 110:18, 119:20, 126:8, 131:10, 135:13, 139:18, 140:11, 147:8, 147:19, 150:25, 159:9, 164:4, 165:12, 168:9, 173:15, 176:5, 185:13, 187:19, 194:1, 194:18, 196:5, 197:18, 228:15, 229:9, 232:6, 245:17.
consistent 103:24,	contacted 250:1, contacting 69:25.	convenient 93:8, conversation 76:5, 112:19, 119:8, 148:13, 157:15, 157:24, 160:20, 161:4, 166:25.	copy 22:25, 79:25, 138:14, 138:18, 158:14, 239:20.	declared 16:25, 59:14, 59:16, 105:25, 132:19, 153:3, 168:24, 189:17, 214:9, 215:17.	denied 183:12, 183:22.	despite 16:9, 115:23.	differently 116:5, 126:15.

265

267

239:20, 250:15, 250:25, 252:2, 252:10, 253:15.	60:1, 67:13, 78:18, 148:21, 168:9, 182:17, 212:25, 213:1, 213:12, 225:18, 228:14.	150:23.	difficult 185:11.	discipline 33:21, 70:18.	disruption 50:11, 71:19, 71:25, 74:1, 74:4, 74:7.	divisions 12:14.
corrected 122:23, 170:9.	course 8:24, 9:3, 10:2, 114:8, 148:15, 168:24.	CRM 53:18, 100:19.	difficulties 200:19.	discretion 14:24, 213:16, 223:17, 251:7, 252:6.	disruptive 71:21, 72:2.	divisive 58:4, 58:5.
correction 122:24.	court 1:3, 5:9, 5:17, 5:22, 6:25, 12:6, 12:7, 99:21, 100:5, 103:2, 137:8, 144:20, 156:14, 183:7, 249:19.	crossed 51:1, crowd 93:2, 175:23, 175:25, 176:4, 176:12.	difficulty 40:25, 41:1, 116:18, 172:18.	discuss 8:20, 118:11, 200:14, 220:5, 224:5.	dissatisfaction 148:20.	DIV 99:17, 100:7, 100:17, 100:23, 101:4, 101:7, 101:15, 101:22, 102:1, 102:5, 102:13, 102:17, 102:23, 103:5, 103:10, 103:18, 103:22, 104:1, 104:6, 104:7, 104:14, 104:20, 104:21, 105:2, 105:6, 105:11, 105:24, 171:3, 171:12, 173:1, 173:7, 174:15, 233:6.
corrections 152:5.	covered 51:10, crack 27:19.	crowded 68:6.	digest 26:11, 61:1.	discussed 57:17, 153:16, 154:17, 166:24, 171:9, 209:16, 224:10, 249:22.	dissatisfied 243:2.	documentation 104:15, 104:18, 105:20, 106:1, 173:6, 199:12.
correctly 129:24, 24:1, 38:20, 38:22, 69:16, 222:16, 227:1.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	crowds 96:7.	digits 82:16, 82:23, 82:24, 83:4.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documented 88:1, 117:6.
correspondence 167:15.	crazy 205:4.	crystallize 183:9.	data 14:8, 15:7, 15:11, 53:5, 55:9, 55:17, 55:18, 55:23, 61:1, 73:2, 99:16, 101:4, 137:25, 153:21, 154:1, 154:6, 154:16, 155:16, 160:4, 160:5, 185:16.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documenting 89:4.
corroborate 172:25, 173:4.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	cumbrousness 183:21.	database 52:25, 60:5, 99:17, 99:18, 161:9, 163:14.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documents 24:7, 127:19, 128:22, 159:9, 159:12, 165:9, 165:12, 168:5, 168:11, 168:13, 168:21, 168:25, 169:4, 170:4, 174:5, 174:6, 188:13, 188:17, 188:18, 220:19, 239:16, 240:21, 242:25, 243:13, 243:20, 243:25, 244:16, 244:18, 245:22, 245:25, 248:12, 248:13.
corroborated 171:16, 171:21, 171:24, 172:3, 196:7, 196:11, 196:13.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	cumbrousness 183:21.	data 14:8, 15:7, 15:11, 53:5, 55:9, 55:17, 55:18, 55:23, 61:1, 73:2, 99:16, 101:4, 137:25, 153:21, 154:1, 154:6, 154:16, 155:16, 160:4, 160:5, 185:16.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documents 24:7, 127:19, 128:22, 159:9, 159:12, 165:9, 165:12, 168:5, 168:11, 168:13, 168:21, 168:25, 169:4, 170:4, 174:5, 174:6, 188:13, 188:17, 188:18, 220:19, 239:16, 240:21, 242:25, 243:13, 243:20, 243:25, 244:16, 244:18, 245:22, 245:25, 248:12, 248:13.
cost 84:6, 174:6, 233:24.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	cumbrousness 183:21.	data 14:8, 15:7, 15:11, 53:5, 55:9, 55:17, 55:18, 55:23, 61:1, 73:2, 99:16, 101:4, 137:25, 153:21, 154:1, 154:6, 154:16, 155:16, 160:4, 160:5, 185:16.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documents 24:7, 127:19, 128:22, 159:9, 159:12, 165:9, 165:12, 168:5, 168:11, 168:13, 168:21, 168:25, 169:4, 170:4, 174:5, 174:6, 188:13, 188:17, 188:18, 220:19, 239:16, 240:21, 242:25, 243:13, 243:20, 243:25, 244:16, 244:18, 245:22, 245:25, 248:12, 248:13.
costs 234:10, 234:22.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	cumbrousness 183:21.	data 14:8, 15:7, 15:11, 53:5, 55:9, 55:17, 55:18, 55:23, 61:1, 73:2, 99:16, 101:4, 137:25, 153:21, 154:1, 154:6, 154:16, 155:16, 160:4, 160:5, 185:16.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documents 24:7, 127:19, 128:22, 159:9, 159:12, 165:9, 165:12, 168:5, 168:11, 168:13, 168:21, 168:25, 169:4, 170:4, 174:5, 174:6, 188:13, 188:17, 188:18, 220:19, 239:16, 240:21, 242:25, 243:13, 243:20, 243:25, 244:16, 244:18, 245:22, 245:25, 248:12, 248:13.
counsel 5:20, 10:25, 164:25, 255:18, 255:20.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	cumbrousness 183:21.	data 14:8, 15:7, 15:11, 53:5, 55:9, 55:17, 55:18, 55:23, 61:1, 73:2, 99:16, 101:4, 137:25, 153:21, 154:1, 154:6, 154:16, 155:16, 160:4, 160:5, 185:16.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documents 24:7, 127:19, 128:22, 159:9, 159:12, 165:9, 165:12, 168:5, 168:11, 168:13, 168:21, 168:25, 169:4, 170:4, 174:5, 174:6, 188:13, 188:17, 188:18, 220:19, 239:16, 240:21, 242:25, 243:13, 243:20, 243:25, 244:16, 244:18, 245:22, 245:25, 248:12, 248:13.
count 94:9, 246:7.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	cumbrousness 183:21.	data 14:8, 15:7, 15:11, 53:5, 55:9, 55:17, 55:18, 55:23, 61:1, 73:2, 99:16, 101:4, 137:25, 153:21, 154:1, 154:6, 154:16, 155:16, 160:4, 160:5, 185:16.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documents 24:7, 127:19, 128:22, 159:9, 159:12, 165:9, 165:12, 168:5, 168:11, 168:13, 168:21, 168:25, 169:4, 170:4, 174:5, 174:6, 188:13, 188:17, 188:18, 220:19, 239:16, 240:21, 242:25, 243:13, 243:20, 243:25, 244:16, 244:18, 245:22, 245:25, 248:12, 248:13.
counted 90:4, 108:6, 109:16, 109:24, 131:3, 131:11, 132:7, 217:14.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	cumbrousness 183:21.	data 14:8, 15:7, 15:11, 53:5, 55:9, 55:17, 55:18, 55:23, 61:1, 73:2, 99:16, 101:4, 137:25, 153:21, 154:1, 154:6, 154:16, 155:16, 160:4, 160:5, 185:16.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documents 24:7, 127:19, 128:22, 159:9, 159:12, 165:9, 165:12, 168:5, 168:11, 168:13, 168:21, 168:25, 169:4, 170:4, 174:5, 174:6, 188:13, 188:17, 188:18, 220:19, 239:16, 240:21, 242:25, 243:13, 243:20, 243:25, 244:16, 244:18, 245:22, 245:25, 248:12, 248:13.
country 15:24, 28:17, 75:3, 179:20.	create 15:10, 39:2, 51:24, 52:24, 82:7, 84:7, 147:1, 147:8, 189:4.	cumbrousness 183:21.	data 14:8, 15:7, 15:11, 53:5, 55:9, 55:17, 55:18, 55:23, 61:1, 73:2, 99:16, 101:4, 137:25, 153:21, 154:1, 154:6, 154:16, 155:16, 160:4, 160:5, 185:16.	discussing 10:8, 67:25, 112:22, 138:8, 155:22, 155:24, 156:4, 156:7, 157:13, 172:10, 172:15, 208:24, 211:22, 220:7, 224:8, 230:17, 233:3, 248:21.	dissatisfied 243:2.	documents 24:7, 127:

MADISON FREELANCE REPORTERS, LLC



254.4, gets 55:14, 58:14, 206.8, Getting 17:19, 17:24, 31:15, 35:10, 63:24, 67:9, 92:19, 103:12, 104:2, 142:17, 150:9, 173:1, 173:5, 173:23, 174:5, 182:20, 182:21, 195:6, 211:7, give 7:6, 12:21, 67:23, 68:14, 74:25, 83:9, 84:14, 84:22, 90:9, 138:13, 143:6, 189:6, 220:9, 222:12, 223:5, 223:10, 223:22, 225:4, 230:19, Given 21:1, 26:25, 48:19, 50:15, 59:12, 104:20, 113:3, 129:3, 129:4, 129:6, 129:7, 132:10, 145:18, 152:3, 155:23, 170:12, 172:17, 178:7, 180:23, 180:24, 183:1, 184:15, 184:17, 185:1, 185:4, 189:22, 192:22, 201:20, 221:25, 247:25, gives 135:21, giving 111:17, 129:13, 232:12, glean 166:14, gleaned 202:6, glitches 55:25, goal 106:2, GOP 231:19, Gotcha 199:6, gotten 171:20, 171:23,	governing 33:10, 33:13, Government 7:11, 10:25, 63:6, 99:8, 233:15, governmental 168:13, governments 206:11, gray 25:12, great 236:18, greater 30:6, 168:4, ground 20:12, 75:9, 162:1, Group 9:11, 28:5, 29:9, 43:12, 67:4, 72:23, 110:11, 168:18, 168:19, 183:16, 214:10, 222:8, 222:13, 228:11, 228:17, 228:19, 231:12, 232:14, 238:2, 243:14, 243:19, 246:4, groups 10:11, 10:15, 25:1, 40:4, 40:17, 41:23, 41:25, 43:4, 43:6, 43:7, 43:9, 43:18, 44:1, 44:2, 44:3, 44:14, 64:2, 127:4, 145:9, 148:18, 172:20, 205:3, 236:4, 236:10, 236:13, 236:19, 236:24, 237:3, 237:8, 237:9, 238:14, 238:15, 238:16, 246:15, 247:1, 247:11, guarantee 117:11, guaranteed 18:23, guardians 69:3, gubernatorial 94:12, 160:6, guessing 45:23,	207:4, 207:5, 222:23, 239:15, 241:5, 247:15, guidance 14:10, 118:12, 128:3, 128:14, 128:17, 142:10, 142:19, 168:4, 253:1, guide 32:6, 239:20, guy 57:14, 107:15, 160:4, 216:11, guys 20:12, 20:25, 230:15, Gwen 4:4, 249:9, . . <H>, HAAS 1:20, 2:1, 3:12, 3:15, 3:23, 3:29, 3:32, 3:36, 3:43, 3:49, 5:2, 6:4, 6:14, 76:25, 7:4, 7:6, 77:25, 106:5, 110:3, 116:7, 117:22, 138:12, 143:24, 144:5, 151:7, 165:4, 165:17, 184:4, 187:18, 210:9, 210:14, 243:12, 248:25, 250:22, 253:19, 254:2, 255:10, half 54:3, 136:25, hammer 115:15, hand 87:11, 220:17, 220:22, 226:21, 230:24, 235:19, 237:14, 237:14, 255:21, handed 165:4, 166:3, 224:12, 248:25, handful 87:21, 137:2, 137:8, 147:9, handcapped 96:14, 97:12, Handing 158:22,	186:3, handle 38:1, 63:15, 96:19, 107:8, 142:17, 151:20, handled 216:4, handles 137:7, handling 103:5, 105:15, handy 39:13, Hanson 227:21, happen 19:16, 23:20, 75:13, 109:23, 117:13, 135:13, 170:25, 188:4, happened 18:16, 55:15, 79:11, 79:12, 84:12, 92:22, 113:8, 117:12, 123:18, 170:8, 229:24, happening 75:9, 75:11, 76:6, 81:23, 169:24, 207:14, 207:15, 225:5, 225:8, happens 56:14, 63:4, 81:14, 128:1, 143:4, 173:10, happy 47:5, 146:14, 146:17, 146:20, 147:4, harass 222:15, hard 34:10, 44:23, 45:3, 57:12, 71:9, 92:21, 170:1, 230:19, harder 119:22, 120:24, 172:4, 172:7, 211:23, hash 123:12, HAVA 83:19, 99:4, 99:12, 99:13, 99:23, 100:4, 229:5, he'll 23:3, heading 128:25, 181:4, heads 225:4,	124:3, 128:15, 152:13, 152:21, 249:20, implemented 8:21, 129, 22:15, 25:8, 38:19, 38:22, 40:2, 42:6, 44:24, 46:9, 47:14, 48:19, 56:19, 58:14, 72:10, 107:5, 172:22, implementing 8:11, 85:19, 91:9, 184:1, important 89:14, 95:24, impose 14:18, impossible 131:16, improve 58:8, 167:16, 174:24, 175:16, 176:3, 177:13, improved 97:11, 175:21, improving 24:17, in 27:1, 94:6, 109:2, inactivated 81:21, inactivated 81:5, inactive 81:5, INC 1:7, incident 159:5, 222:8, incidents 115:7, 147:10, 222:24, 225:2, inclined 194:22, 204:7, include 206:1, included 128:20, 158:10, 187:15, includes 30:2, 155:20, 182:2, including 87:22, incorporate 90:17, 245:9, Incorporated 5:6,	128:19, incorrect 27:7, 104:19, 123:7, increase 49:4, 49:11, 82:22, 87:3, 133:19, 134:1, 141:11, 141:16, increased 61:16, 86:4, 118:19, 178:6, 178:12, 207:25, increasing 178:3, indicate 150:25, 164:12, 235:3, indicated 126:14, 154:13, 157:5, 161:20, 180:2, indicates 123:3, 153:20, 235:6, 249:24, indicating 32:22, 116:19, 117:12, 160:7, 221:20, indication 139:17, 233:9, individual 17:22, 21:6, 36:7, 37:13, 38:15, 59:11, 64:9, 64:13, 72:20, 80:13, 95:23, 95:25, 97:7, 102:15, 104:23, 105:20, 120:21, 125:3, 130:3, 147:6, 173:8, 208:23, 212:13, 223:6, 223:22, 230:13, individually 44:5, 75:11, 234:9, individuals 7:20, 7:21, 15:23, 25:1, 36:8, 37:18, 68:15, 102:9, 106:12, 127:4, 137:13, 137:21, 140:15, 147:17, 148:17, 153:23, 198:6, 203:21, 205:3,	209:3, 227:22, 228:21, 229:15, 231:13, 237:9, 238:12, influence 203:15, 203:23, influenced 193:23, inform 186:18, informally 22:9, informed 75:11, 154:22, 160:17, infrequently 58:16, initial 110:9, 246:25, initially 44:24, 46:14, 100:11, 102:9, 102:22, 122:25, 123:18, 168:9, 169:1, 187:25, initiate 16:15, 16:19, 73:22, initiated 16:18, initiative 112:20, 246:10, initiatives 11:13, 68:16, 246:9, injunctions 183:7, input 8:19, 10:15, 247, 25:6, 257, 26:14, 27:6, 27:16, 27:20, 41:14, 41:20, 45:14, 55:9, 67:9, 122:18, 152:4, 208:19, 213:6, 231:23, 249:10, inquiries 39:24, 113:14, 160:11, 161:14, 163:2, inquiry 161:12, insert 92:10, inserting 234:19, insist 223:1, inspector 70:22, 115:20, 134:14,	143:2, 223:10, 223:15, 251:11, 251:13, 252:10, inspire 199:9, instance 22:5, 4, 14:1, 19:24, 24:10, 24:23, 34:11, 42:23, 82:18, 162:12, 220:6, 223:15, 229:5, 229:16, instances 10:14, 63:18, 71:8, 83:25, instantly 101:3, Instead 119:12, 182:1, 252:3, Institute 1:7, 5:6, institutions 201:16, instructions 86:12, intact 100:16, 100:24, integrity 199:9, 217:7, 217:8, 229:4, intended 9:6, 25:14, 39:20, 42:20, 159:13, intending 171:8, intent 53:21, 136:15, 245:8, 247:24, intentional 136:17, interact 13:24, 56:1, interaction 50:2, 66:16, 154:15, interactive 54:12, interest 24:10, 63:4, 69:15, 126:2, 126:3, 132:9, 191:3, 204:22, 206:20, 214:22, 228:23, interested 24:16, 24:20, 69:1, 69:18, 75:23, 94:6, 134:1,
--	--	---	--	---	---	--	--

273

275

hear 49:19, 61:8, 61:17, 66:1, 66:16, 66:19, 68:4, 76:14, 76:16, 95:22, 96:13, 97:7, 98:9, 103:16, 122:5, 224:20, heard 49:1, 49:17, 58:23, 59:8, 67:25, 68:1, 68:5, 93:3, 96:24, 97:16, 98:13, 101:19, 102:21, 104:10, 104:12, 105:18, 137:4, 152:23, 153:1, 181:16, 192:11, 201:16, 205:2, 205:23, 213:10, 222:20, hearing 74:21, 76:7, 76:11, 119:18, 127:2, 157:22, 162:3, 162:15, 180:9, 181:19, 185:5, 195:7, 198:21, 235:15, hearings 8:25, 146:15, 149:13, 207:14, 228:25, heavy 161:21, Hain 3:26, 112:15, 112:19, held 136:15, Help 52:23, 83:10, 97:9, 113:23, 114:2, 114:3, 114:4, 114:6, 136:2, 142:1, 159:17, 176:9, 178:1, 184:3, 194:24, helped 42:25, helpful 166:14, 168:20, helping 22:17, 38:14, helps 27:25,	91:2, hereby 255:9, hereunto 255:21, high 16:3, 24:23, 45:2, 74:23, 92:15, 92:22, 93:24, 94:1, 94:7, 162:18, 178:4, 179:3, 180:24, 184:13, 201:25, 202:6, 204:12, 221:18, higher 102:17, 111:11, 111:12, 111:13, 180:1, highest 94:4, 94:10, 94:18, 94:21, 94:24, highlight 71:11, 196:18, 202:20, highlighted 200:21, hire 33:20, 84:15, hiring 33:18, historically 37:6, history 27:23, hit 61:20, 246:14, Hmong 248:16, hoc 162:2, hold 55:19, 106:16, home 24:11, 118:8, 121:4, 121:10, 121:12, 121:15, Hon 4:4, honest 211:25, Hope 53:19, 53:23, 53:25, 54:13, 111:12, 111:13, hopefully 165:1, 220:19, 232:11, hoping 18:25, host 140:19, hosted 139:21, hosting 15:5, 140:2, hot 90:5, 99:4,	hour 93:5, hours 30:21, 31:2, 31:25, 33:2, 33:4, 33:22, 92:12, 97:22, 98:4, 102:1, 102:4, 177:20, 177:23, 189:12, 189:15, 189:25, 190:5, 195:15, 195:17, 196:4, 250:22, house 68:12, Howard 2:16, human 216:8, 216:10, 216:13, hundred 182:18, . . <I>, idea 35:9, 35:11, 48:13, 120:20, 171:25, 173:17, 179:12, 202:16, 247:16, ideally 84:23, ideas 27:25, 44:11, 176:10, identification 78:2, 79:18, 87:12, 106:7, 110:2, 112:10, 116:6, 117:24, 138:11, 151:6, 158:21, 165:3, 174:2, 174:3, 176:22, 186:2, 217:16, 236:14, 239:2, 248:24, identified 3:10, 4:2, 132:17, 141:3, 147:4, 150:18, 169:11, 185:7, 191:11, 192:7, identify 21:12, 52:14, 104:22, 172:19, 203:4, identifying 80:5, 81:11, 83:5, 236:24,	lds 39:13, 39:15, 101:9, 101:11, 101:12, 101:15, 104:2, 104:4, 172:13, 173:7, 174:13, 217:13, 233:18, 235:5, 235:7, imagine 200:21, immediate 128:12, immediately 34:12, impact 18:19, 19:2, 196, 20:23, 29:8, 44:22, 45:4, 56:6, 57:10, 57:17, 58:18, 58:19, 72:5, 72:10, 72:15, 73:4, 73:9, 73:15, 74:14, 75:6, 75:7, 79:4, 85:17, 89:13, 91:5, 99:25, 184:12, 184:24, 190:17, 190:19, 204:4, 208:18, 216:1, 227:15, 230:9, 238:4, 245:16, impacted 56:25, impacting 229:4, impacts 37:11, 57:16, 57:21, 185:8, 190:22, 192:10, Impartial 12:4, impersonization 135:18, implement 9:4, 20:11, 25:10, 29:13, 38:14, 45:18, 83:10, 83:13, 132:19, 172:17, 219:10, 253:7, implementation 9:20, 9:21, 38:16, 44:18, 46:15, 46:19, 46:25, 47:10, 47:25, 48:2, 57:4, 102:23,	156:25, 157:6, 159:16, 164:18, 166:12, 205:8, 229:1, 255:20, interesting 110:17, 111:6, interests 20:5, 209:13, 214:23, interfere 66:25, internalize 37:14, internalized 177:7, internally 19:7, 145:17, interpret 11:21, 22:18, 25:14, interpretation 25:19, 100:4, 123:8, 123:23, 124:1, 124:11, 253:6, interpreting 107:4, 148:1, intimidate 224:6, intimidated 224:9, introduce 5:20, introduced 22:1, 38:12, 78:10, 90:23, 203:22, introduction 150:24, investigate 16:13, 117:1, investigation 16:16, 16:20, 117:3, 148:17, invitations 44:13, 85:7, invite 32:4, 140:5, 145:9, invited 39:10, 43:8, 43:21, 44:16, 241:13, 246:3, invites 246:8, involve 10:2, involved 7:24, 10:6, 11:18, 12:1, 12:10, 15:12, 16:3, 19:5, 22:17, 24:3, 28:17,	128:19, incorrect 27:7, 104:19, 123:7, increase 49:4, 49:11, 82:22, 87:3, 133:19, 134:1, 141:11, 141:16, increased 61:16, 86:4, 118:19, 178:6, 178:12, 207:25, increasing 178:3, indicate 150:25, 164:12, 235:3, indicated 126:14, 154:13, 157:5, 161:20, 180:2, indicates 123:3, 153:20, 235:6, 249:24, indicating 32:22, 116:19, 117:12, 160:7, 221:20, indication 139:17, 233:9, individual 17:22, 21:6, 36:7, 37:13, 38:15, 59:11, 64:9, 64:13, 72:20, 80:13, 95:23, 95:25, 97:7, 102:15, 104:23, 105:20, 120:21, 125:3, 130:3, 147:6, 173:8, 208:23, 212:13, 223:6, 223:22, 230:13, individually 44:5, 75:11, 234:9, individuals 7:20, 7:21, 15:23, 25:1, 36:8, 37:18, 68:15, 102:9, 106:12, 127:4, 137:13, 137:21, 140:15, 147:17, 148:17, 153:23, 198:6, 203:21, 205:3,	28:19, 37:8, 37:17, 37:24, 38:11, 38:16, 39:3, 53:8, 53:9, 63:16, 85:16, 93:21, 106:23, 140:17, 142:15, 146:25, 149:20, 167:6, 181:11, 211:8, 228:2, 229:15, 231:14, 231:16, involves 29:22, 30:3, 49:6, involving 51:18, 94:8, 99:7, 222:24, 225:25, isolate 153:23, isolated 115:7, 115:9, 116:1, 153:1, issue 14:22, 16:21, 24:5, 35:20, 47:21, 59:6, 60:21, 61:13, 62:25, 71:3, 74:9, 81:18, 85:11, 99:5, 103:21, 104:11, 113:7, 116:17, 118:16, 134:15, 134:19, 135:1, 142:13, 142:15, 158:1, 170:3, 171:16, 183:19, 201:7, 201:11, 202:18, 205:2, 205:14, 206:16, 220:3, 225:16, 245:12, 249:22, 250:8, issued 39:15, 59:9, 65:3, 105:22, 122:20, 122:25, 123:9, 123:19, 139:8, 142:9, 143:19, issuing 34:1, 64:15, 101:8, 101:15, 132:14, it 154:24, item 198:11, iterizing 160:10,	items 20:1, 88:23, 150:18, iteration 214:6, itself 50:13, 67:8, 69:10, 81:19, 93:2, 109:2, 219:7, . <J>, Jacobs 167:5, 167:13, January 237:23, Jean 117:15, Jo 236:4, job 16:11, 20:10, 21:20, 22:13, 23:7, 23:17, 25:9, 25:10, 26:21, 33:16, 33:17, 45:7, 56:10, 57:1, 58:9, 84:14, 92:13, 111:14, 175:13, 181:9, 203:14, 219:10, jobs 190:20, journalistic 26:9, Judd 117:15, judge 37:6, 104:8, judges 92:4, 219:13, judgment 67:16, 129:15, 239:9, July 17:17, June 17:4, 55:21, 164:9, jurisdiction 17:12, 60:6, 73:12, jurisdictions 108:25, Justice 27, 222, 5:12, 6:2, 12:4, 182:11, 255:12, justification 120:16, 148:23, 150:3, . . <K>, K 4:5,	Kaul 4:9, keep 22:20, 22:23, 25:21, 26:5, 51:1, 60:3, 62:1, 72:9, 72:17, 75:10, 110:14, 128:4, 128:6, 129:9, 161:25, 195:8, 203:5, 203:10, 220:19, 225:6, 242:10, keeping 160:18, 170:19, 206:24, 246:22, keeps 52:1, Kennedy 4:5, 8:25, 12:11, 18:5, 23:16, 26:25, 27:4, 27:11, 27:14, 28:7, 28:16, 36:21, 122:11, 154:21, 156:10, 156:18, 156:24, 157:2, 160:17, 207:5, 207:10, 207:12, 217:18, 218:2, 220:2, 220:18, 220:22, 221:3, 224:11, 224:12, 226:22, 230:24, 232:18, 235:19, 237:14, 238:13, 249:8, 249:13, 250:2, 250:3, kept 23:5, 70:10, 105:6, 114:8, 115:15, 199:25, 247:5, Kevin 8:25, 18:5, 23:16, 26:25, 27:4, 27:20, 207:5, 207:12, 221:3, key 236:24, kind 25:25, 50:11, 51:8, 57:12, 62:6, 104:5, 107:3, 112:23, 147:20, 181:13, 187:14, 205:18, 207:5, 228:19,
--	---	---	---	---	---	---	---	---

274

276

kinds 23:20,	last 8:1, 10:24, 30:5,
61:2,	31:13 31:14,
knowable 185:9,	31:25, 43:10,
knowing 45:5,	51:19, 52:4, 53:7,
49:10, 116:3,	53:16, 53:17,
117:8, 154:9,	57:24, 80:4, 81:1,
knowledge 27:23,	82:2, 82:24, 97:21
48:20, 72:5, 88:22,	98:2, 110:21,
132:12, 133:15,	125:9, 130:9,
143:11, 185:4,	136:14, 158:5,
187:18, 192:19,	185:20, 203:17,
212:17, 238:7,	205:22, 210:15,
known 51:3, 147:9,	236:12,
231:9, 231:10,	lastly 143:14,
Knudson 149:2,	late 83:20,
KMZ 41:10,	185:25,
41:16,	later 69:24, 109:16,

L>.  
L 2:13, 3:12.  
labeled 1002:1.  
labor 17:17.  
Lac 1184, 1189.  
lack 154:18, 184:12,  
192:18.  
lady 150:13.  
lad 104:13.  
landlords 206:11.  
Lane 117:14,  
117:18.  
language 65:10,  
65:12, 65:13,  
65:14, 123:13,  
123:15, 124:2  
182:8, 248:9,  
248:14,  
248:16.  
lapsed 86:19,  
252:22.  
Large 36:11, 36:15,  
37:12, 65:5, 92:8,  
96:7, 123:11,  
178:5, 194:11.  
largely 35:12,  
238:20.  
larger 92:25, 178:15,  
178:19.  
largest 76:10, 226:7,  
226:9, 228:18.

last 8:1, 10:24, 30:5,  
31:13, 31:14,  
31:25, 43:10,  
51:19, 52:4, 53:7,  
53:16, 53:17  
57:24, 80:4, 81:1,  
82:2, 82:24, 97:21  
98:2, 110:21,  
125:9, 130:9,  
136:14, 158:5  
185:20, 203:17,  
205:22, 210:15,  
236:12  
lastly 143:14.  
late 83:25,  
186:20  
later 69:24, 109:16,  
125:23, 209:3  
241:6, 243:23.  
later 158:7.  
Latinos 42:1.  
launched 51:20,  
53:1, 55:21,  
55:24.  
lawful 70:22,  
223:10.  
laws 239:25.  
lawsuit 77:20, 99:6,  
99:8, 99:19, 100:5  
100:6.  
lawyer 6:17, 13:2,  
13:5, 227:1.  
Lawyers 30:14, 43:4,  
167:3.  
lay 176:13,  
251:13.  
layer 183:8.  
laying 97:14.  
layoff 65:24.  
Lazich 150:1,  
157:3.  
lead 12:8, 12:10,  
12:20, 76:5, 92:15  
107:1, 202:12.  
leading 80:11,  
128:23, 141:8,  
147:7, 150:23  
164:13.  
League 44:14,  
153:9, 153:14.

153:17  
246:17  
**learn** to 68:17.  
**learn** 136:21,  
247:20.  
**learned** 200:22.  
**learning** 34:12,  
93:18.  
**learns** 35:19.  
**least** 28:8, 32:2,  
78:10, 110:23,  
120:4, 132:22.  
132:18, 134:21,  
157:4, 157:8,  
157:23, 171:14,  
192:5, 196:24,  
205:11, 207:23,  
219:17.  
231:13.  
**leave** 34:24,  
36:14.  
**leaves** 228:7,  
252:6.  
**leading** 213:15.  
**led** 64:2, 142:18,  
202:14.  
**left** 59:14, 157:9,  
177:24, 181:13,  
222:11.  
**Legal** 5:16, 11:14,  
11:16, 14:10,  
77:13, 115:13,  
167:1, 219:6,  
234:1, 234:20.  
**legislation** 8:10,  
8:11, 8:15, 8:18,  
8:21, 9:3, 10:12,  
11:20, 17:8, 18:1,  
20:23, 22:18,  
24:21, 25:8, 25:12,  
27:24, 40:22,  
78:17, 78:23,  
79:11, 79:12,  
79:14, 87:9, 127:1,  
146:1, 149:21,  
172:23,  
189:13.  
**legislative** 11:19,  
17:22, 19:9, 19:12,  
20:2, 20:24, 21:2.

21:25, 224, 29,3;  
32:15, 42:12;  
45:17, 48:6, 50:3,  
58:12, 77:13, 80:1;  
84:1, 124:23;  
146:13, 151:2  
197:11, 199:16,  
204:19, 213:2,  
**legislator** 8:18, 21:6,  
42:23, 47:7,  
196:8,  
**legislators** 17:23,  
20:15, 44:10, 95:9,  
120:7, 146:12;  
146:16, 147:6,  
148:22, 148:25,  
149:6, 149:9,  
149:15, 150:25,  
211:19, 213:4,  
**Legislature**,  
154:21,  
**lend** 133:2,  
**lends** 69:9,  
69:11,  
**lens** 9:8, 9:11, 9:13,  
204:3,  
**less** 18:22, 53:11,  
53:23, 66:13, 74:6,  
201:3, 229:9,  
244:17,  
**Letter** 4:4, 249:7,  
249:11, 249:13,  
249:15, 249:24,  
250:4,  
**letting** 214:23,  
214:24,  
**level** 9:21, 9:24,  
15:2, 25:15, 35:14,  
69:9, 75:19, 76:6,  
102:17, 104:21,  
116:5, 179:15,  
226:8,  
**levels** 178:4,  
178:12,  
**libraries** 240:7,  
243:5, 243:10,  
**library** 240:10,  
**license** 99:15,  
101:21, 101:23,  
103:13, 103:21,

106:18, 127:15,  
145:15, 148:22,  
149:2, 150:18,  
166:22, 239:25,  
240:19,  
255:13.  
mainly 54:8.  
maintaining 15:6,  
106:22, 111:19.  
major 123, 47:24,  
51:21, 76:8,  
110:19, 111:4,  
111:8, 111:10.  
majority 147:4.  
man 224:1, 224:3,  
224:6.  
manage 7:19, 15:11,  
51:22, 52:18.  
management 8:13,  
15:9, 175:23,  
175:25, 176:4,  
176:13.  
managing 32:6.  
mandate 151:4,  
172:17, 172:21,  
172:24.  
mandated 179:8.  
mandatory 30:16,  
30:17, 148:12.  
mantra 185:14.  
manual 24:12,  
24:18, 32:7, 32:9,  
32:13, 32:14,  
54:10, 84:4,  
84:7.  
manuals 24:8, 32:5,  
32:12, 32:16, 84:3,  
128:21.  
March 141:7,  
184:22,  
247:12.  
margins 216:3.  
Marian 153:9.  
mark 77:24, 210:23,  
212:14.  
marked 70:9, 78:2,  
79:18, 87:12,  
89:25, 106:7,  
110:2, 112:10,  
116:6, 116:7,

117:24, 122:11,  
138:1, 138:11,  
151:6, 151:7,  
158:21, 158:22  
165:3, 185:2  
186:4, 220:17  
220:22, 226:22  
239:2, 248:24,  
248:25  
**marks** 144:3,  
210:12  
**May** 227:15, 227:21,  
230:9  
**match** 99:14, 99:15,  
99:24, 100:9,  
100:12  
**matches** 99:18,  
**matching** 135:25,  
137:11  
**materials** 11:15,  
39:1, 40:10, 41:3,  
41:18, 46:1, 62:14,  
83:23, 145:1,  
153:7, 167:17,  
182:7, 231:19  
231:23, 232:7  
240:6, 244:13  
245:10,  
245:14  
**matter** 5:5, 5:8,  
11:23, 122:3,  
26:18, 141:9,  
212:4  
**maters** 9:1, 13:19,  
33:23, 151:20  
**Matthews** 153:9  
154:11, 155:9  
156:2, 157:25  
**mayor** 181:6  
**Megann** 110:14,  
111:13, 111:15,  
166:8, 166:10,  
166:15  
**meaning** 161:1,  
168:19, 224:22,  
241:15  
**means** 163:12,  
169:2, 192:20  
**meant** 12:25, 39:4,  
82:12, 88:12

176:15, 188:14  
221:21,  
227:13,  
**measure** 44:23,  
74:6, 135:11,  
**measured** 91:5,  
**measures** 217:7,  
**Media** 8:12, 16:10  
23:13, 23:14,  
26:22, 40:14, 4:  
51:5, 51:6, 60:2  
71:20, 76:24, 7:  
143:23, 144:4  
145:11, 162:16  
210:13,  
253:19,  
**met** 197:22,  
**meeting** 3:38,  
123:11, 152:7  
152:8, 157:2,  
157:9, 196:10,  
247:9,  
**meeting** 224:21,  
**meetings** 10:17,  
26:7, 31:23, 32:  
32:4, 44:16, 47:  
84:17, 137:6,  
151:18, 162:2  
192:13, 226:14  
228:5, 228:22  
228:24,  
238:11,  
**meets** 151:17,  
197:21,  
**member** 64:7, 11:  
137:24, 228:6  
230:20,  
**members** 23:7,  
23:18, 23:23, 2:  
24:9, 24:15, 41:  
69:8, 149:20,  
149:23, 152:3  
153:16, 208:24  
220:8, 228:6,  
230:14,  
**Memo** 3:35, 119:  
123:19, 139:5  
139:14,  
**memoranda**  
159:4,

**memos** 35,5,  
 78:19,  
**mentioned** 13:19,  
 32:12, 42:13, 45:8,  
 99:7, 126:19,  
 135:14, 149:24,  
 153:1, 157:3,  
 169:16, 170:16,  
 196:25, 226:10,  
 236:10,  
**mentions** 236:12,  
**menu** 161:11,  
**message** 37:14,  
 37:19, 44:19,  
 155:3, 156:13,  
**messages** 111:21,  
 163:13,  
 170:20,  
**met** 67:10,  
**MICHAEL** 1:20, 21,  
 3:49, 52:64,  
 76:25, 77:4, 144:5,  
 165:15, 165:17,  
 210:9, 210:14,  
 253:19, 254:2,  
 255:10,  
**Microsoft** 53:10,  
 53:17,  
**mid** 83:20,  
**mid-morning**  
 22:12,  
 22:22,  
**middle** 17:25, 18:6,  
 233:4,  
**midst** 63:7,  
**Military** 54:23,  
 124:15, 124:16,  
 199:13, 211:14,  
 211:15, 211:16,  
 212:23,  
**million** 37:13, 45:24,  
 95:2, 95:6, 95:8,  
 137:10,  
**Milwaukee** 5:16,  
 43:10, 93:4, 118:9,  
 137:5, 142:16,  
 180:10, 180:17,  
 180:20, 180:22,  
 181:25, 182:1,  
 221:7, 223:1,

277

279

10522; 173;12;  
173;16; 174;3;  
17621; 176;22;  
237;4;  
license;identification  
n171;3;  
licenses;34;1;  
236;25;  
life;185;5;  
lifted;183;1;  
light;51;4;  
likely;10;13; 10;16;  
169;17; 183;11;  
243;6; 243;22;  
likes;158;15;  
limit;70;12; 82;15;  
82;23; 195;16;  
195;22;  
limitations;66;18;  
limited;55;25; 83;4;  
130;24; 143;1;  
217;13;  
limits;252;23;  
Line;236;14;  
link;93;5; 93;9; 96;7;  
102;13; 102;23;  
103;5; 103;11;  
106;11; 114;3;  
120;17; 121;22;  
122;1; 122;6;  
198;20; 221;13;  
221;16; 235;24;  
238;12;  
lines;47;15; 47;17;  
47;18; 47;20;  
47;24; 48;17;  
92;25; 93;6; 93;14;  
93;16; 93;22;  
97;13; 146;1;  
178;14; 178;21;  
179;4; 179;19;  
179;21; 179;24;  
180;1; 180;3;  
180;9; 183;10;  
183;21;  
link;185;18;  
links;23;4;  
USA;17;24; 25; 5;17;  
25;7;  
list;31;16; 43;24;

69:21, 76:9, 87:24  
86:7, 88:9, 88:11,  
88:13, 88:14,  
88:23, 89:4, 95:15  
99:16, 132:21  
139:7, 140:24  
149:18, 154:2  
161:2, 167:9,  
168:8, 168:10,  
168:16, 168:21,  
168:25, 169:4,  
169:11, 200:24,  
201:4, 236:18  
237:6, 246:25  
247:4, 247:6,  
listed 132:10,  
140:16, 141:2  
149:23  
161:15,  
listen 47:5,  
119:20.  
listing 139:5,  
163:6.  
lists 51:25, 98:20,  
135:25, 136:1,  
200:13  
201:11.  
literature 238:1,  
238:7.  
litigation 11:18,  
12:18.  
little 7:9, 10:22,  
10:23, 21:4,  
49:24, 52:6, 52:9,  
61:7, 61:20, 89:13  
95:1, 123:1, 124:3,  
129:4, 131:10,  
144:6, 163:10,  
176:19, 188:7  
193:24, 196:7  
208:3, 209:19.  
live 30:9, 139:22,  
140:9, 192:23,  
196:5.  
lived 176:23.  
lives 81:15,  
192:23.  
LLP 2:14.  
lobby 228:1.  
lobbying 11:10,

13:22, 14:17,  
17:14.  
**lobbyists** 14:11.  
**locally** 241:19,  
241:21.  
**located** 84:18,  
120:6.  
**location** 85:13, 90:  
106:2, 120:22,  
125:3, 135:23,  
136:12, 162:22,  
176:24, 179:13,  
225:14, 240:10,  
251:5.  
**locations** 92:9,  
139:19, 240:8.  
**log** 60:4, 60:9, 60:  
113:10, 113:13,  
113:14, 114:23,  
143:14, 160:11,  
160:2, 161:8,  
161:10, 161:21,  
163:25, 164:5,  
164:8.  
**logistically**  
182:20.  
**logs** 114:7, 159:5,  
165:2.  
**Long** 27:22, 47:15,  
47:20, 47:24, 56:  
93:14, 93:16,  
95:12, 95:14,  
97:13, 128:3,  
158:23, 179:4,  
179:19, 179:21,  
179:24, 183:10,  
183:21, 221:13,  
221:16, 229:2,  
252:13.  
**long-term**  
117:19.  
**longer** 47:17, 47:1:  
120:5, 120:17,  
120:21, 121:9,  
178:9, 180:1,  
184:19, 215:13,  
220:20.  
**looked** 116:8,  
135:1.  
**Looking** 38:12.

82:13, 107:13,  
135:12, 160:16,  
162:24, 164:2,  
166:4, 186:7,  
230:1, 233:21,  
244:14,  
**looks** 78:20, 79:13,  
82:14, 135:22,  
164:3, 165:24,  
175:22,  
245:14,  
**Lori** 78:12,  
**lost** 108:5, 131:6,  
**loud** 68:5,  
**love** 84:15,  
**loves** 180:4,  
**lower** 94:14,  
94:16  
**lumped** 206:9,  
**Lunch** 143:20,  
143:25,  
.  
<M>.  
**M**:3:12, 3:15, 3:23,  
3:29, 3:32, 3:36,  
3:43.  
**machine** 68:18,  
**Madison** 2:8, 2:24,  
5:13, 5:18, 41:10,  
93:4, 155:20,  
180:10, 180:18,  
255:13,  
**Magney** 3:20,  
106:16, 106:17,  
151:24, 200:4,  
230:1, 230:5,  
**mail** 54:25, 55:9,  
109:1, 109:8,  
109:13, 116:24,  
127:20, 128:9,  
230:7,  
**mailed** 191:1,  
249:18,  
**mailing** 81:3, 81:11,  
81:18, 81:19,  
126:20,  
**Main** 2:7, 2:23, 5:13,  
132:13, 135:49, 16:  
51:12, 51:14, 53:8,

224:19, 224:24,  
225:5, 225:8,  
225:22, 226:4,  
226:6, 226:16,  
226:18,  
247:18.  
**mind** 23:22, 51:11,  
51:12, 95:3,  
110:14, 111:5,  
132:18, 136:18,  
147:13, 149:12,  
208:13, 215:8,  
215:19, 215:20,  
215:24,  
216:20.  
**minds** 52:16,  
71:24.  
**minimizing**  
20:58.  
**minimum** 35:22,  
234:23.  
**Minnesota** 95:5,  
137:12.  
**minority** 180:16,  
180:24, 226:18,  
238:16.  
**minute** 130:9,  
138:15,  
247:11.  
**minutes** 3:38,  
151:14, 151:23,  
151:24, 151:25,  
152:5, 152:15.  
**miscellaneous**  
159:5.  
**misinterpreting**  
198:22.  
**misremembering**  
38:7.  
**missed** 54:16.  
**missing** 39:25,  
239:13.  
**mission** 7:25, 13:18,  
19:13.  
**mistake** 34:16,  
206:6, 214:25,  
215:4.  
**mistakes** 55:18,  
181:9, 214:15.  
**mix** 35:12, 58:1.

126.21,  
mobile 62,6,  
62.9,  
mode 237.24,  
model 148.23,  
modified 129.3,  
168.8, 241.10,  
Monday 190.3,  
192.3,  
money 45.9, 45.20,  
83.3, 83.13, 84.5,  
84.11, 86.6, 97.4,  
145.19, 145.23,  
157.1, 174.6,  
177.10,  
215.23,  
monitoring 63.5,  
140.20,  
monopolize  
194.10,  
months 31.17,  
53.17, 230.21,  
Moore 4.4, 249.9,  
250.6,  
morning 6.14, 6.15,  
113.2,  
mostly 45.1, 139.1,  
139.2, 140.13,  
232.4,  
motion 19.25,  
156.17, 239.9,  
motivated 165.10,  
185.14,  
Motor 235.7,  
move 199.9,  
209.3,  
moved 129.17,  
130.6,  
moving 121.23,  
MS 5.2, 10.3, 20.19,  
76.21, 105.12,  
112.8, 138.4,  
138.13, 138.17,  
143.20, 154.11,  
155.9, 156.2,  
157.25, 158.14,  
158.19, 164.14,  
164.21, 165.2,  
185.19, 185.25,  
210.5, 210.15

238:23, 248:17  
250:10, 250:16  
252:9, 253:12  
253:16  
multiple 207:14,  
multiplying  
248:2  
Municipal 3:35, 8  
9:24, 31:24, 48  
48:9, 62:17, 90  
97:23, 177:24,  
177:25, 179:15  
205:10, 205:16  
205:25, 245:24  
246:2  
municipalities  
34:19, 76:10,  
177:14, 177:17  
182:5, 228:10  
municipality 97:2  
182:15, 190:1,  
205:17, 206:18  
228:7, 246:17  
Myself 9:1,  
139:1  
myvote.wi.gov  
186:13  
myvote.wiscnsi  
om 186:12  
.  
<N>.  
N 3:17, 3:41,  
NAACP 43:4,  
rail 156:8  
Name 6:16, 43:14  
66:2, 68:14, 12  
123:14, 125:13  
134:25, 136:11  
137:24, 148:19  
152:9, 238:16  
254:2, 254:4,  
names 98:15,  
228:15  
narrow 252:11,  
narrows 252:11,  
Nat 232:16,  
232:17  
Nate 231:8,  
232:15

Nathaniel 87:19,  
231:5, 232:1  
national 43:18,  
110:22  
naturalization  
234:13  
nature 47:11, 154:6,  
226:5, 232:9  
necessarily 22:23  
89:6, 93:10, 164:9,  
177:4, 179:18,  
237:6, 237:12  
necessary 134:11,  
156:22  
176:16  
needed 37:18,  
37:25, 38:25  
45:17, 53:4, 68:7,  
80:19, 80:20,  
103:10, 116:23  
122:24, 127:17,  
127:20, 128:4,  
128:5, 128:10  
141:1, 141:4,  
155:1, 155:4,  
173:18, 199:4,  
233:18,  
233:19  
needs 29:12, 58:13,  
143:10, 217:6  
negative 56:6  
57:10, 57:21, 58:6,  
58:12, 58:18  
neighborhood  
43:12  
Nail 221:9, 222:20,  
223:20, 224:2  
224:5, 226:10  
network 75:10  
never 53:20  
news 200:4  
newsletters  
62:18  
newspaper 22:20,  
23:3  
newspapers  
42:8  
next 11:4, 31:3, 55:3,  
72:24, 93:19,  
105:8, 110:1

278

280



119:11, 125:18, 127:11, 154:17, 161:3, 163:21, 165:2, 171:2, 224:11, 232:18, 238:24.	noticed 27:9, notices 21:25, 20:4, notification 55:14, notifies 8:17, November 77:22, 94:10, numbered 31:18, 31:19, 141:14, 141:15, 141:16, 141:18, 141:19, 141:21, numbers 82:20, 93:3, 161:4, 162:24, 163:15, 163:19, 170:1, 180:15, numerous 59:21, nursing 24:11, nuts 14:25, . <O>, o'clock 161:7, 163:11, 190:5, 195:5, 196:6, oath 6:10, objecting 99:20, 142:13, Objection 191:4, 193:5, 219:11, 252:9, observation 65:5, 65:15, 111:3, 223:3, observe 64:7, 64:15, 66:23, 68:3, 69:10, 70:7, 70:8, 70:12, observed 10:9, observer 64:6, 66:1, 68:10, 70:2, 70:19, 71:21, 98:20, 142:13, 142:15, 142:24, 143:7, 143:9, 149:25, 166:2, 221:25, 223:11, 224:5, 225:13, 225:20,	225:23, observes 160:8, observing 24:3, 68:22, 165:11, 223:1, obstacles 8:22, obtain 37:18, 49:3, 55:7, 102:10, 102:16, 155:2, 155:4, 173:19, 209:22, 212:22, 213:2, 233:10, obtaining 41:2, 101:22, 172:19, 173:14, Obviously 11:14, 11:19, 138, 18:24, 15:21, 16:3, 16:5, 22:10, 42:7, 44:5, 44:14, 46:23, 46:25, 58:3, 66:1, 96:5, 122:8, 135:24, 219:18, 223:18, 226:7, occasion 167:13, occasionally 88:10, occasions 150:24, occupied 190:23, occur 36:25, 96:12, 101:3, 189:12, 189:23, occurred 14:16, 59:21, 59:22, 94:23, 187:20, 193:1, 187:5, 195:9, 199:15, 226:1, 236:20, occurrence 134:23, 167:24, occurs 101:3, 108:4, October 144:18, odd 31:19, 141:15, 141:18, offer 9:18, 31:9, 175:18, 190:1, 190:6, 207:8, offered 24:17, 62:17, 124:24, 190:14,	192:12, 195:12, 195:15, 197:6, offering 234:12, offers 233:6, Office 9:22, 14:2, 14:6, 14:14, 15:9, 23:12, 25:2, 27:24, 29:14, 34:14, 63:11, 85:9, 94:15, 98:4, 102:1, 132:16, 137:5, 139:21, 153:21, 167:4, 194:19, 195:6, 208:1, 227:9, 227:10, 249:7, 250:1, 250:7, 255:22, officer 23:2, 23:11, 26:15, 26:23, 106:17, offices 62:22, 97:18, 209:5, 211:11, 212:7, official 14:13, 14:14, 14:21, 14:23, 60:21, 210:19, 251:8, 252:7, officials 8:9, 9:23, 10:14, 11:11, 11:17, 14:11, 15:2, 15:3, 15:23, 17:14, 18:18, 22:14, 22:19, 29:16, 54:1, 58:20, 75:6, 128:15, 129:21, 133:1, 187:5, 197:10, 210:4, 226:2, 245:21, 250:24, 251:24, Often 26:14, 26:17, 27:13, 34:2, 60:5, 128:23, 128:24, 137:25, 178:20, 185:15, 227:23, oftentimes 27:14, old 53:6, 176:25, 251:19,	part-time 33:15, participants 141:10, participate 10:4, 31:6, 31:20, 31:23, 54:11, 134:2, 166:20, 195:14, 198:25, 231:16, participated 73:2, 95:4, 180:17, participes 140:18, participating 13:6, 34:6, 138:1, participation 34:8, 57:6, 58:22, 72:20, particular 8:5, 8:18, 10:12, 11:23, 22:7, 24:10, 26:6, 33:6, 42:2, 43:3, 47:8, 47:9, 48:21, 52:1, 61:17, 102:11, 115:13, 117:18, 148:25, 159:15, 163:18, 172:12, 178:22, 179:9, 185:11, 189:1, 197:14, 206:17, 208:22, 211:20, 220:13, 246:13, particularly 40:18, 140:25, 168:12, parties 10:7, 61:14, 67:10, 255:19, partisan 188, 48:22, 45:3, 48:9, 113:2, 115:4, 167:5, 167:25, partly 22:7, 142:18, 177:25, parts 36:3, 36:4, 40:11, 61:18, Party 16:18, 116:15, 147:4, 210:24, 212:14, 229:17, 231:13, 231:15,	pass 79:15, 138:19, 224:17, passage 240:16, passed 8:11, 9:3, 12:4, 18:21, 116:25, 118:10, 195:14, 198:25, 200:23, 239:16, 245:8, passing 119:15, 157:21, 230:13, passport 234:12, past 86:1, 103:13, 176:18, 201:5, patterns 25:23, pay 25:3, 35:20, 52:11, 56:10, 56:13, 57:18, 57:20, 74:17, 74:25, 85:14, 134:6, 134:8, 146:4, 173:11, 173:24, 181:15, 193:9, 193:10, 205:19, 238:9, paying 37:4, 52:16, 167:12, 173:19, 235:6, penalties 14:18, 14:19, pending 5:8, 7:3, 8:10, 8:14, 10:12, 25:7, 55:15, 197:1, 197:23, per 33:2, persuasive 9:25, 50:11, 229:3, persuaded 219:22, percent 34:22, 36:5, 91:22, 162:12, percentage 40:10, 72:22, 163:5, 194:9, 194:11, perception 89:6, 89:8, 89:9, 95:18, 97:2, 229:12, perceptions 58:2,	Perfect 56:17, period 11:24, 31:3, 47:10, 48:2, 67:11, 120:6, 120:16, 120:18, 120:21, 121:9, 125:6, 127:3, 127:25, 129:20, 130:24, 139:6, 144:13, 194:14, 208:17, 225:3, periods 97:13, 127:17, Perkins 2:14, 5:24, permanent 54:24, 67:15, 252:19, permanently 211:17, permit 186:19, 250:23, permitted 142:8, 251:3, person 28:14, 64:24, 70:3, 70:21, 80:6, 84:22, 96:6, 109:7, 109:13, 111:17, 113:19, 114:15, 114:19, 133:4, 134:14, 136:11, 137:23, 139:8, 142:24, 143:11, 158:15, 193:12, 207:18, 223:14, 226:13, personal 55:9, 153:8, personal 33:25, perspective 8:23, 133:25, 166:13, 228:5, 229:13, 230:23, petition 103:2, 145:3
---	--	---	---	--	---	--

281

283

Once 25.8, 32.2  
 48:19, 53:22  
 121:7, 128:1  
 130:18, 207:23  
 215:12  
 215:14  
**one-time** 130:4  
**one** 56:22, 94:20  
 164:18, 165:2  
 201:18, 211:5  
**ones** 43:8, 53:4  
 89:3, 147:13  
 148:22, 149:11  
 149:12  
 149:22  
**ongoing** 19:15  
 43:15, 172:21  
 172:24, 182:4  
**online** 19:25, 54:8  
 54:9, 55:6, 140:20  
 197:1, 242:7  
 243:2  
**open** 27:20, 102:4  
 125:5, 127:3  
 127:25, 151:14  
 151:16, 151:18  
 151:19, 151:22  
 181:13  
**opened** 71:22  
 221:12  
**operations** 146:7  
**opine** 188:3  
**opinion** 38:21, 56:2  
 57:4, 68:2, 72:4  
 184:23, 213:7  
**opinions** 10:18  
 14:10, 48:11  
 74:10, 126:15  
 126:21  
**opportunities** 36:8  
**opportunity** 17:18  
 20:5, 26:19, 26:25  
 27:5, 121:13  
 188:3, 189:18  
 190:2, 191:13  
 191:17, 197:22  
 205:9, 205:12  
 215:15, 215:16  
 216:4, 216:7,  
 220:5  
**oppose** 46:23  
**opposed** 157:13  
**opposition** 218:12  
**option** 59:13, 121:3  
 131:18, 142:4  
 158:6, 179:9  
 190:23, 190:24  
 190:25, 211:4  
 212:20, 212:21  
 213:8, 214:3  
 214:8, 214:11  
 215:6, 215:13  
 252:5  
**options** 178:14  
 178:15, 179:7  
**oral** 152:16  
**order** 31:3, 70:22  
 81:14, 103:21  
 120:2, 123:1  
 125:19, 145:10  
 155:3, 217:13  
 223:10, 223:11  
 226:8  
**organization** 43:14  
 43:21, 44:12  
 44:15, 64:10  
 140:2, 146:24  
 146:25, 193:13  
 226:15, 227:22  
 228:14, 229:18  
 246:8, 246:18  
**organizations** 10:20  
 24:4, 24:20, 39:10  
 42:16, 42:21  
 42:25, 43:2, 44:7  
 61:15, 63:3, 67:10  
 68:25, 69:18  
 84:25, 140:7  
 147:2, 187:14  
 208:25, 232:6  
 246:11  
**organized** 38:17  
**Original** 4:9, 49:11  
 54:2, 54:7, 55:12  
 56:22, 56:24  
 144:7, 233:11  
**others** 3:18, 32:1  
 32:4, 33:0, 33:3  
 33:6, 34:1, 34:4  
 28:17, 42:3, 42:17  
 91:4, 149:1, 149:8  
 149:23, 168:19  
 183:16  
 228:22  
**Otherwise** 44:12  
 133:22  
**ought** 173:19  
**ourselves** 194:5  
**out-of-control** 223:6  
**outcome** 135:9  
**outdated** 53:11  
**outlets** 242:4  
**outlined** 223:9  
**outreach** 40:8, 41:6  
 42:21, 44:7, 45:12  
 84:9, 110:15  
 111:16, 144:8  
 144:10, 144:22  
 144:25, 157:1  
 166:11, 184:21  
 187:14, 236:3  
 236:23  
**outset** 218:1  
**outside** 16:9, 16:18  
 39:6, 40:14, 41:7  
 41:9, 45:25, 205:9  
 243:24, 244:16  
 244:18, 244:19  
 244:25  
**outsiders** 140:5  
**outspoken** 149:6  
**overall** 15:14, 91:6  
 99:1, 161:19  
**overhearing** 198:21  
**overlap** 251:18  
**overseas** 54:24  
 124:15, 199:13  
 211:9, 211:16  
 211:23, 212:6  
 212:23  
**own** 30:12, 41:3  
 44:1, 49:6, 64:10  
 160:13, 168:17  
 201:1, 220:2  
**parameters** 66:20  
**Pardon** 73:11  
 87:18, 88:7,  
 116:13  
**pleased** 119:18  
**plenty** 73:21  
**point** 18:20, 44:9  
 44:23, 46:9, 51:10  
 86:22, 95:20  
 115:19, 135:5  
 144:6, 159:2  
 168:23, 176:8  
 179:17, 185:9  
 201:16, 228:15  
 243:4, 252:24  
**point** 99:6  
**pointed** 148:22  
**pointing** 71:23  
 82:25  
**points** 51:13  
 110:14  
 186:22  
**policy** 8:20, 11:16  
 21:13, 24:7, 47:4  
 47:11, 58:2, 115:1  
 122:5, 132:18  
 198:14, 204:1  
 208:18, 217:3  
 218:1, 219:18  
 234:20  
**policy-making** 20:10  
**policy/political** 204:2  
**polymakers** 90:6  
 218:10  
**political** 16:10  
 57:24, 61:14  
 67:10, 194:15  
 210:24  
**politically** 219:23  
**politics** 36:10  
**poll** 10:3, 15:10  
 51:25, 82:8, 83:3  
 110:18, 110:22  
 110:24, 111:8  
 132:3, 132:21  
 142:24, 169:11  
 170:3, 175:2  
 175:8, 175:8  
 175:24, 176:4  
 176:13, 177:13, 177:14, 177:21,  
 178:4, 178:20  
 183:9, 233:5  
 234:2, 234:5  
**polling** 55:4, 60:22  
 63:4, 63:17, 64:9  
 65:7, 65:24, 68:6  
 70:25, 71:4, 71:18  
 90:2, 96:17, 96:18  
 96:25, 97:10  
 97:15, 98:12  
 101:6, 132:15  
 142:7, 142:11  
 166:18, 167:20  
 171:6, 171:14  
 175:3, 175:4  
 182:18, 182:21  
 198:24, 215:11  
 222:11, 225:2  
 251:13  
**polls** 37:15, 49:16  
 50:14, 72:19, 75:7  
 100:8, 113:5  
 123:6, 133:20  
 142:23, 143:19  
 183:11, 215:9  
**poor** 6:25  
**popular** 19:22  
 212:19  
**population** 36:3  
 40:12, 40:24  
 42:20, 120:3  
 155:21, 170:18  
 180:2, 180:16  
**populations** 172:12  
 180:24, 238:3  
 238:18  
**portion** 8:3, 185:23  
 210:17  
**portrayed** 147:6  
**poses**

282

284

240:22, 240:24,  
 241:9, 241:17,  
 241:18, 241:20,  
 245:20, 245:22,  
 245:23, 246:1,  
 246:6, 246:12,  
 246:16, 247:1,  
 247:6, 247:7,  
 247:10,  
**presented** 90:15,  
 106:24, 141:7,  
 152:6, 159:13,  
 207:16, 208:8,  
 208:9, 208:14,  
 245:11,  
 246:20,  
**presenting** 38:12,  
 50:1, 207:20.  
**preserved**  
 219:24.  
**president** 25:24,  
 208:2.  
**presidential** 17:25,  
 18:7, 26:1, 58:7,  
 93:25, 94:1, 94:3,  
 94:11, 94:17,  
 94:25, 141:11,  
 221:18.  
**press** 23:8, 26:13,  
 26:15, 26:23, 27:2,  
 27:7, 28:3, 110:15,  
 128:22,  
 128:24.  
**pretty** 18:17, 21:21,  
 23:2, 45:6, 57:24,  
 62:1, 67:8, 75:11,  
 90:16, 94:7, 96:4,  
 96:16, 98:18,  
 108:20, 116:1,  
 116:2, 123:11,  
 141:14, 147:9,  
 149:6, 149:17,  
 163:2, 167:24,  
 181:14, 181:25,  
 182:4, 187:19,  
 221:13, 222:8,  
 223:19, 226:11,  
 227:11,  
 230:21.  
**prevent** 121:10,  
 177:3.  
**preventing** 177:4,  
 183:13.  
**previous** 63:10,  
 105:14, 209:4,  
 210:17, 214:5,  
 251:10.  
**previously** 80:12,  
 251:20.  
**prewarning**  
 226:3.  
**primarily** 27:17,  
 185:10.  
**primary** 18:8, 23:9,  
 33:16, 46:17,  
 111:17, 113:2,  
 115:4, 119:9,  
 119:13, 139:9,  
 144:16, 160:9,  
 163:8, 207:16,  
 251:9.  
**print** 54:25,  
 192:2433.  
**printed** 163:24,  
**printouts** 164:7.  
**Prior** 10:23, 13:16,  
 16:22, 26:21,  
 30:25, 53:2, 80:14,  
 89:23, 108:4,  
 124:18, 125:6,  
 125:15, 125:24,  
 127:6, 132:1,  
 189:24, 190:3,  
 191:23,  
 249:19.  
**priorities** 13:7, 40:1,  
 57:18, 85:6,  
 85:8.  
**prioritize** 194:12.  
**priority** 61:14, 70:10,  
 130:19.  
**privacy** 70:3, 82:22,  
 83:1, 201:1.  
**private** 16:23, 39:17,  
 70:6, 201:17,  
 204:12,  
 204:24.  
**privilege** 74,  
 216:16, 216:22,

217.6, 217.9  
**probably** 10:16,  
 198, 33.3, 48:16,  
 52:1, 60:19, 61:22,  
 83:12, 85:7, 108:5,  
 126:11, 145:15,  
 148:22, 149:12,  
 163:22, 192:11,  
 207:20, 207:23,  
 226:11, 235:17,  
 249:12.  
**problem** 61:4, 74:12,  
 75:24, 76:15,  
 103:17, 104:24,  
 113:5, 113:20,  
 179:22, 179:25,  
 181:8, 183:13,  
 198:10, 194:6.  
**Problematic** 104:25,  
 192:24, 193:1,  
 193:22, 193:7,  
 193:8, 193:19.  
**problems** 51:25,  
 61:6, 74:19,  
 102:14, 104:12,  
 104:13, 126:13,  
 152:24, 181:17,  
 181:20, 182:24,  
 183:2, 194:10.  
**Procedure** 24:  
**procedures** 69:12,  
 69:13, 127:12,  
 127:20, 141:25,  
 210:10, 229:11.  
**procedures**  
 79:5,  
**proceed** 6:11.  
**proceedings**  
 77:12.  
**processed** 143:19,  
 147:23,  
 215:10.  
**processes** 135:19,  
 229:5,  
**processing** 15:1,  
 92:8, 123:5,  
 215:12.  
**produce** 83:23, 84:4,  
 236:9, 240:7.  
**produced** 41:21,

42:21, 44:1, 44:5,  
62:10, 64:2, 66:24,  
102:18, 104:21,  
112:21, 172:18,  
237:2, 246:11,  
246:15,  
247:25,  
reached 59:3,  
162:20, 218:13,  
231:22, 236:6,  
252:19,  
reaching 10:19,  
40:12, 61:10,  
236:5, 236:19,  
Read 22:23, 25:22,  
25:25, 26:1, 35:4,  
36:18, 36:21, 42:7,  
61:21, 76:17,  
105:12, 163:6,  
212:5, 230:3,  
232:1, 254:5,  
Reading 47:1,  
120:14, 206:16,  
225:9, 235:2,  
237:7,  
Reads 8:3, 105:14,  
210:17, 254:5,  
ready 31:15, 78:1,  
122:12, 160:2,  
192:4,  
real 74:12, 75:20,  
85:17, 89:13,  
161:19, 205:4,  
realize 130:6,  
239:7,  
Reason 7:6, 23:12,  
36:14, 109:8,  
120:15, 150:4,  
153:3, 158:16,  
179:14, 181:22,  
189:22, 201:6,  
202:3, 204:15,  
216:17, 216:19,  
254:5,  
reasons 92:5, 92:6,  
146:10, 150:7,  
151:1, 172:12,  
173:15,  
189:20,  
recalling 150:8,  
recalls 94:8,  
194:16,  
receive 14:11, 23:22,  
60:4, 95:20, 96:2,  
96:3, 114:5,  
115:21, 131:8,  
205:24,  
received 11:25, 21:8,  
90:16, 113:1,  
116:14, 123:20,  
135:8, 154:13,  
160:8, 160:12,  
163:9, 191:25,  
250:6, 251:6,  
receiving 59:10,  
96:17, 96:4,  
123:21,  
recent 152:19,  
247:6, 248:19,  
recently 86:20,  
97:17, 171:9,  
197:7, 245:24,  
recess 77:1, 143:25,  
210:10,  
recognition  
179:11,  
recognize 20:9,  
recognized  
219:20,  
recognizing  
218:8,  
recollection 87:1,  
90:14, 91:16,  
155:14, 206:19,  
207:7, 208:10,  
recommend 91:21,  
91:23, 176:3,  
recommendation  
92:2, 168:7, 169:7,  
171:17, 171:18,  
174:24, 179:2,  
203:8,  
recommendations  
14:4, 90:19, 91:10,  
165:23, 168:2,  
176:14,  
recommended  
91:14, 92:7,  
174:18,  
198:18,

record 52, 64, 6,  
76, 71, 75, 83, 3,  
101, 113, 11,  
113, 15, 114, 25,  
115, 2, 118, 23,  
138, 5, 138, 6,  
138, 8, 138, 10,  
143, 23, 144, 3,  
159, 3, 197, 10,  
198, 23, 199, 23,  
210, 8, 210, 12,  
248, 17, 248, 19,  
248, 21, 248, 23,  
253, 18,  
255, 10,  
recorded 72, 21,  
82, 16, 82, 21,  
113, 19, 114, 21,  
164, 1,  
records 247, 7,  
record 32, 14, 51, 6,  
194, 16,  
recruits 194, 17,  
recruit 181, 7,  
182, 14,  
rectify 131, 18,  
recurring 170, 13,  
redvelop 55, 20,  
redistributing  
148, 2,  
reduce 184, 9, 193, 9,  
216, 3,  
reduced 189, 14,  
255, 14,  
reduces 55, 17,  
216, 2,  
**REEXAMINATION**  
253, 11,  
refer 177, 21,  
209, 16,  
reference  
236, 16,  
references  
39, 13,  
referred 160, 3,  
215, 6,  
referring 78, 18,  
82, 14, 96, 22,  
98, 14, 110, 22,  
145, 24, 153, 5,  
186, 11, 186, 14,  
187, 1, 225, 21,  
233, 8, 236, 9,  
243, 15,  
refers 139, 13,  
141, 23,  
168, 15,  
reflect 36, 2,  
refresh 141, 9,  
regard 251, 8,  
regarding 36, 11,  
128, 15,  
149, 25,  
regardless  
19, 16,  
region 85, 23,  
regional 31, 23,  
32, 2,  
register 62, 21,  
80, 16, 118, 6,  
118, 8, 120, 1,  
120, 3, 120, 24,  
121, 6, 121, 15,  
121, 16, 124, 16,  
125, 11, 127, 3,  
136, 12, 156, 3,  
172, 7, 176, 22,  
186, 21, 200, 14,  
205, 9, 209, 22,  
222, 10,  
Registered 2, 5,  
80, 13, 121, 3,  
121, 8, 121, 12,  
124, 18, 128, 6,  
129, 17, 135, 24,  
153, 13, 153, 25,  
154, 4, 158, 2,  
251, 6, 255, 7,  
registering 80, 11,  
121, 11, 125, 1,  
199, 12,  
registers 99, 14,  
101, 1,  
registrants  
73, 6,  
registration  
168, 5,  
registrations  
124, 10,  
187, 16,

285

287

124:20, 125:10,  
 126:18, 127:6  
 127:8, 127:16  
 127:18, 127:21,  
 127:23, 128:4  
 128:6, 128:11,  
 168:10, 168:21,  
 170:22, 172:1  
 172:8, 176:25,  
 186:5, 186:20,  
 187:9, 187:12,  
 199:12, 200:12  
 205:23, 206:1,  
 217:15,  
 240:12,  
**proper** 100:3,  
**property** 11:22,  
 52:18, 69:4, 103:1,  
 103:20,  
**property** 62:19,  
**proposal** 73:4,  
 90:15,  
**proposals**  
 197:20,  
**proposed** 41:19,  
 82:15, 189:21,  
 219:4,  
**proposing**  
 203:10,  
**prosecutor**  
 137:4,  
**prosecutors** 135:16,  
 137:19,  
**Prot** 165:20,  
**protect** 71:25,  
 217:7,  
**Protection** 165:21,  
 165:22, 166:9,  
 167:2,  
**prove** 169:10,  
**proven** 183:14,  
**provide** 9:1, 14:10,  
 27:6, 31:21, 39:23,  
 47:3, 66:15, 69:7,  
 80:11, 82:5,  
 127:16, 152:4,  
 156:16, 160:21,  
 168:4, 181:4,  
 182:7, 187:17,  
 198:16, 200:6  
 200:12, 200:24,  
 207:6, 208:19,  
 218:6,  
**provided** 11:14,  
 31:25, 34:18,  
 79:25, 87:24,  
 91:19, 118:12,  
 118:13, 125:4,  
 128:17, 128:18,  
 131:13, 153:21,  
 154:1, 157:17,  
 160:23, 197:8  
 198:12, 207:4,  
 209:2, 214:11,  
 214:20, 219:1,  
 238:3,  
**provides** 128:13,  
 167:13,  
**providing** 12:13,  
 34:3, 34:7, 35:1,  
 81:9, 142:19,  
 175:6, 176:21,  
 202:24,  
 226:15,  
**provision** 86:7,  
 199:19, 201:10,  
 211:20, 211:22,  
 212:2, 220:13,  
**provisional** 49:3,  
 59:6, 59:7, 59:9,  
 59:13, 131:19,  
 130:22,  
**Provisions** 2:3,  
 97:12, 145:25,  
 proximity 102:2,  
**publicize** 98:7,  
 171:11,  
**publish** 147:5,  
 311:16,  
 167:14,  
**published** 169:6,  
 239:22,  
 240:17,  
**pulled** 50:23,  
**pulse** 62:1,  
**purpose** 66:8, 68:10,  
 66:20, 159:15,  
 173:17,  
**purposes** 173:9

173.18.  
 pursuit 24,  
 54.  
 pursuing 92.7.  
 Put 11.3, 14.8,  
 15.20, 23.1, 24.8,  
 25.13, 54.7, 79.17,  
 103.3, 112.2,  
 125.3, 128.22,  
 128.24, 129.9,  
 131.5, 141.19,  
 158.13, 159.8,  
 174.12, 217.18,  
 224.11, 226.21,  
 230.24, 232.17,  
 246.17, 247.11,  
 252.15.  
 putting 246.4.  
 .  
 <Q>.  
 qualified 136.9,  
 136.13.  
 quality 145.  
 quantity 162.6.  
 quantity 92.8.  
 question 6.28, 7.3,  
 9.13, 9.16, 20.18,  
 20.20, 21.6, 23.25,  
 37.3, 57.13, 68.21,  
 76.19, 85.20,  
 93.24, 101.13,  
 105.23, 112.3,  
 119.11, 152.11,  
 159.7, 196.2,  
 210.16, 212.9,  
 250.14.  
 questioned 71.6.  
 questioning  
 123.22.  
 questions 9.5,  
 13.10, 24.6, 25.16,  
 37.21, 43.19,  
 62.22, 63.14,  
 100.3, 102.9,  
 103.4, 118.20,  
 123.20, 140.20,  
 147.2, 182.24,  
 230.15, 250.15,  
 253.10.  
 quick 234.3.  
 quickly 93.53, 93.11,  
 93.23, 112.24,  
 219.22,  
 230.21.  
 Quite 21.16, 24.5,  
 34.21, 95.14,  
 102.12, 135.14,  
 161.5, 182.8,  
 205.24.  
 quotes 234.22.  
 .  
 <R>.  
 R 3.20, 3.26.  
 racially 36.1.  
 Racine 180.11,  
 180.14, 180.16,  
 180.21, 180.22,  
 181.1, 181.4,  
 181.15,  
 181.23.  
 radar 56.9.  
 radical 217.23.  
 ratio 39.8, 41.13  
 raise 218.20,  
 218.21, 218.23,  
 219.17, 220.1,  
 raised 80.16, 82.1,  
 133.6, 183.17,  
 197.25, 203.19,  
 229.6.  
 raising 80.22.  
 ramifications  
 218.19.  
 ramping 172.16.  
 range 33.3, 87.6,  
 146.4, 219.18.  
 rank 97.16.  
 rare 98.18.  
 rather 118.9, 180.4,  
 187.11, 209.8,  
 212.14, 213.15,  
 223.2, 236.4.  
 rationale 214.12,  
 215.14.  
 re-register 130.7.  
 reach 10.11, 10.13,  
 10.16, 40.15,  
 40.19, 40.24,

regular 29:23, 30:3,  
98:4, 136:1,  
167:24, 177:21,  
226:11, 227:11,  
233:20,  
245:10.  
regularly 228:23,  
228:24.  
regulate 63:8.  
Reid 106:16, 106:17,  
106:22, 108:13,  
110:14, 151:24,  
200:4, 230:1,  
230:5.  
reinforcing  
170:19.  
reinstated 144:18,  
145:14.  
rejected 215:12.  
rejecting 216:6.  
relate 89:5.  
Related 13:21, 15:7,  
19:12, 33:22,  
60:21, 81:19,  
82:16, 89:5, 111:1,  
111:21, 115:14,  
133:5, 157:22,  
164:9, 165:10,  
207:8, 246:9.  
relating 168:2,  
245:15.  
relation 102:6.  
relations 243:14,  
243:18.  
relationship  
21:22.  
relationships  
22:8.  
relative 85:25,  
255:17,  
255:19.  
relay 98:23.  
release 26:15, 27:2,  
27:8, 28:3,  
128:24.  
releases 26:13,  
110:15,  
128:22.  
relevant 31:13,  
123:24.  
reliable 53:12,  
53:21.  
relieves 93:1.  
reply 54:8, 177:25,  
185:15.  
relying 220:6.  
remained 144:16,  
144:20.  
remedy 223:19.  
remember 29:4,  
43:1, 43:13,  
62:20, 62:21,  
120:10, 130:19,  
137:14, 153:4,  
166:25, 168:18,  
168:23, 198:9,  
206:16, 207:22,  
222:19, 224:2.  
Remind 34:2, 179:6,  
232:21.  
reminders 29:25,  
141:9.  
remove 185:23,  
223:14,  
223:18.  
removed 70:21,  
124:4, 175:12,  
195:19, 222:1.  
repeat 101:13.  
rephrase 93:17,7,  
212:1.  
replace 53:14,  
164:15, 172:2,  
243:18,  
243:20, 25:24, 26:2,  
26:6, 90:17, 91:14,  
152:12, 152:17,  
153:6, 165:22,  
165:23, 166:1,  
166:3, 166:4,  
166:7, 166:21,  
168:14, 193:14,  
198:12, 246:23,  
247:8.  
Reported 1:24.  
Reporter 25:5,17,  
5:22, 6:25, 8:3,  
105:14, 112:9,  
210:17, 238:25,  
255:8.  
Reporters 5:18.

reporting 91:8,  
159:24.  
reports 14:7, 26:2  
26:4, 26:9.  
represent 5:21, 8:7,  
10:21, 42:16,  
246:16.  
Representative  
78:11, 149:2  
249:8, 250:6.  
representatives  
84:25.  
represented 11:7,  
208:25,  
249:25.  
representing 64:10,  
64:12, 246:11.  
Republican 116:15,  
149:5, 149:15  
229:17, 231:13,  
231:14.  
reputation 15:16,  
15:19, 15:22.  
request 109:12,  
109:14, 153:22,  
154:20, 156:5  
156:7, 157:5,  
158:7, 158:8,  
206:3.  
requested 8:3,  
143:18, 235:5.  
requesting 88:2  
95:18, 215:5.  
require 53:23, 80:10,  
121:8, 127:8,  
127:12, 132:22,  
171:2, 173:5,  
177:14.  
requirement 31:8,  
35:22, 37:25, 38:3,  
52:24, 97:25,  
99:13, 99:14,  
99:21, 100:25  
118:20, 118:22,  
127:6, 130:14,  
134:3, 179:16  
198:9, 198:22  
199:8, 200:25  
201:24, 202:6  
204:10, 208:1  
250:23.  
requirements 51:16,  
152:20, 177:19,  
178:8, 183:8,  
239:18, 245:9,  
246:7, 253:4.  
requires 36:15,  
217:12,  
234:22.  
requiring 30:20,  
199:11, 200:11,  
206:11, 209:20,  
217:11,  
217:24.  
research 90:25,  
219:1, 238:2.  
resided 125:3.  
Residence 3:46,  
73:1, 80:11, 80:12,  
80:19, 82:17,  
123:17, 124:9,  
124:14, 124:20,  
125:5, 126:18,  
127:6, 127:8,  
127:16, 127:19,  
127:22, 127:23,  
128:4, 128:6,  
128:11, 168:22,  
1722, 172:8,  
186:6, 186:20,  
187:10, 187:13,  
199:12, 205:23,  
206:1, 240:13.  
residency 118:13,  
118:18, 118:21,  
120:4, 120:18,  
123:4, 125:10,  
169:10, 177:1,  
208:1, 208:17.  
residency.  
170:23.  
residents 97:19,  
resident 18:17.  
resolve 75:24,  
102:14.  
resolved 60:15,  
102:19, 104:25,  
113:17, 114:13,  
117:6, 117:11,  
130:15, 143:5.

286

288



resolves 130.12,  
 resources 39.7,  
 39.12, 44.22, 45.8,  
 54.9, 69.25, 83.23,  
 242.13, 243.4,  
 243.9.  
 respect 38.8, 40.3,  
 44.17, 46.18,  
 49.18, 58.24, 66.6,  
 74.1, 83.15, 101.7,  
 101.14, 114.7,  
 114.12, 115.5,  
 121.22, 143.6,  
 143.9, 155.8,  
 160.22, 175.24,  
 234.25,  
 238.19.  
 respond 7.4, 39.24,  
 44.13.  
 responded 78.13,  
 112.24, 137.1,  
 221.5.  
 responding  
 23.14.  
 response 47.4,  
 110.11, 112.5,  
 113.20, 250.2,  
 250.6.  
 responsibilities  
 7.22, 12.21, 15.15,  
 17.15, 23.10.  
 responsibility 7.25,  
 39.1, 40.23, 51.8,  
 104.7, 247.25.  
 responsible 9.12,  
 11.9, 12.23, 15.5,  
 17.10, 23.17, 27.4,  
 27.17, 33.24,  
 73.21, 73.23,  
 106.22, 111.19,  
 175.5, 218.4.  
 responsiveness  
 101.8.  
 rest 113.6, 136.14,  
 141.20, 189.6,  
 241.2.  
 restored 171.16.  
 restricted 196.14,  
 195.17.  
 restricting 214.3.  
 restriction  
 195.18.  
 restrictions  
 126.16.  
 restructuring  
 149.4.  
 result 21.10, 47.20,  
 67.8, 90.20, 104.6,  
 105.21, 109.23,  
 132.6, 136.20,  
 137.16, 161.6,  
 163.25, 183.11,  
 201.3, 205.7,  
 213.1, 237.5,  
 239.18.  
 resulted 79.9,  
 114.18, 137.8,  
 137.21.  
 resulting 237.7.  
 results 9.4, 92.19,  
 110.18, 110.24,  
 111.7, 203.6.  
 retain 128.4,  
 128.10.  
 return 59.14.  
 returned 49.12.  
 returning 214.13.  
 review 41.19, 79.9,  
 82.10, 122.19,  
 151.9, 152.1,  
 231.20, 232.7.  
 reviewed 26.7,  
 39.14, 79.8,  
 147.24, 237.21,  
 249.12.  
 reviewing 79.3,  
 165.6.  
 reviews 238.2.  
 revision 103.2.  
 revisited 123.23.  
 rid 16.25, 17.19,  
 17.24, 171.20,  
 171.23.  
 Rights 43.5, 166.16,  
 166.17, 167.3,  
 236.8, 236.13,  
 236.23.  
 risk 216.19.  
 risks 71.18,  
 185.8.  
 road 85.3, 240.22,  
 241.3, 242.8,  
 242.24.  
 roadblock 102.16,  
 104.1.  
 roadblocks  
 102.20.  
 Robinson 3.17,  
 3.41, 87.19, 87.24,  
 96.1, 160.17,  
 231.5.  
 Rock 78.13,  
 236.7.  
 role 8.16, 13.12,  
 13.14, 33.18, 88.8,  
 218.11,  
 219.24.  
 rollout 246.25.  
 room 65.21.  
 root 181.8.  
 Ross 112.19, 236.2,  
 236.9, 236.17.  
 Rossman 3.18, 8.26,  
 112.16, 113.22.  
 rotates 228.7.  
 roughly 95.6,  
 136.25, 137.10,  
 165.24.  
 row 227.11.  
 RPR 1.24.  
 Ruhland 117.14,  
 117.18.  
 rule 14.15, 63.8,  
 63.23, 63.24,  
 65.11, 65.14,  
 66.14, 67.7, 67.8,  
 67.13, 67.14,  
 67.15, 71.5, 71.14,  
 122.8, 124.5,  
 124.25, 126.8,  
 143.10, 150.2,  
 197.16, 213.14,  
 213.15, 223.8,  
 251.10, 251.19,  
 252.16, 252.19,  
 252.23, 252.25,  
 253.2, 253.5,  
 253.13,  
 253.14.  
 Rules 2.3, 6.19,  
 30.19, 63.25, 64.5,  
 70.19, 71.12, 72.3,  
 98.20, 98.24,  
 98.25, 99.2, 99.3,  
 107.9, 111.1,  
 111.4, 124.4,  
 141.10, 143.4,  
 149.25, 167.23,  
 177.18, 207.9,  
 217.5, 225.20,  
 225.23,  
 245.15.  
 run 9.24, 102.16,  
 116.16,  
 218.25.  
 running 14.2, 88.7,  
 179.14, 193.13,  
 246.25, 247.4.  
 runs 140.18.  
 .  
 <S>.  
 S 3.18, 3.20,  
 3.26.  
 safeguard 133.9.  
 sake 6.25.  
 salary 87.6.  
 sample 148.10.  
 San 2.17.  
 Sarah 106.25,  
 107.1.  
 save 22.25, 186.1,  
 215.22.  
 saw 27.7, 86.20,  
 163.15, 219.15,  
 237.20, 248.6,  
 saying 65.1, 65.14,  
 85.17, 128.24,  
 130.18, 131.12,  
 163.6, 163.8,  
 198.23, 236.17,  
 242.12.  
 says 78.25, 79.3,  
 80.3, 81.2, 82.7,  
 88.7, 108.14,  
 113.22, 117.15,  
 122.23, 124.9,  
 139.10, 152.9,  
 152.12, 152.16,  
 153.12, 153.16,  
 124.12, 149.17,  
 150.5, 180.16,  
 181.14, 200.22,  
 208.13, 208.15,  
 209.23, 209.25,  
 210.1, 210.3.  
 significantly 49.18,  
 116.2.  
 signs 25.9.  
 Silken 230.2.  
 similar 48.6, 108.22,  
 111.7, 137.24,  
 144.23, 240.21,  
 248.5.  
 Similarly 162.18,  
 178.9, 240.18,  
 simplified 124.4.  
 simply 9.8, 25.10,  
 25.16, 50.10,  
 80.20, 81.9, 81.14,  
 82.21, 82.25, 87.4,  
 89.25, 111.2,  
 114.14, 143.16,  
 189.5, 202.20,  
 202.23, 203.3,  
 219.10,  
 245.11.  
 sit 76.9, 161.22,  
 241.21.  
 site 41.18, 164.5,  
 175.23, 175.24,  
 176.4, 223.20.  
 sites 176.13,  
 178.5.  
 situation 118.6,  
 131.10, 142.18,  
 217.21.  
 situations 23.20,  
 70.15, 98.19,  
 140.24, 147.9,  
 six 18.9, 31.5, 31.16,  
 53.17, 68.2, 92.3,  
 140.15, 151.17,  
 228.6, 230.21,  
 251.20, 251.21,  
 252.4, 252.12.  
 six-member  
 92.3.  
 six 140.24.  
 size 85.21,  
 247.17,  
 skilled 99.3.  
 skimmed 36.20,  
 187.23.  
 slapped 244.13,  
 slew 40.1.  
 slighted 191.16,  
 slip 68.18,  
 slow 92.11.  
 slower 53.12.  
 small 16.23, 44.24,  
 58.16, 140.12,  
 194.9, 216.8,  
 smaller 53.2,  
 smoothly 42.6,  
 50.24, 56.22,  
 102.10, 152.21,  
 204.6.  
 so-called 195.25,  
 234.21.  
 Social 99.16,  
 99.18.  
 soft 46.15, 46.19,  
 47.9, 47.25,  
 48.1.  
 software 53.18.  
 solely 17.10.  
 soliciting 85.24,  
 solutions 179.7.  
 solve 76.15,  
 solves 113.7,  
 solving 194.6,  
 somebody 25.3,  
 58.13, 84.22, 85.3,  
 85.13, 88.13, 88.7,  
 100.25, 103.12,  
 104.5, 112.23,  
 114.4, 114.14,  
 116.5, 117.20,  
 124.18, 134.24,  
 135.22, 136.6,  
 136.10, 172.25,  
 173.4, 173.12,  
 173.17, 188.22,  
 206.17,  
 239.19.  
 Somehow 138.17,  
 231.12.  
 someone 16.15,  
 65.8, 75.16, 75.17,  
 129.12, 130.21,  
 131.6, 199.1,  
 214.23,  
 214.24.  
 Sometime 32.24,  
 144.17,  
 187.25.  
 somewhere 45.23,  
 88.9, 200.8.  
 soon 75.24,  
 234.14.  
 sooner 130.1.  
 Sorry 7.16, 8.1, 13.4,  
 17.6, 20.21, 46.13,  
 47.8, 73.17, 81.5,  
 101.18, 117.16,  
 128.16, 138.19,  
 159.21, 164.2,  
 165.4, 187.25,  
 190.10, 196.9,  
 232.17, 236.2,  
 241.24, 242.19,  
 246.20,  
 sound 211.12.  
 source 153.20,  
 154.16.  
 space 251.11.  
 Spanish 182.8,  
 248.14,  
 248.16.  
 Speaker 148.13,  
 149.4.  
 Speakers 39.9,  
 speaking 9.7, 9.12,  
 41.5, 85.4, 94.13,  
 113.10.  
 spearheaded  
 41.6.  
 special 44.25, 45.1,  
 59.3, 80.17, 80.21,  
 94.8, 127.13,  
 127.22, 140.24,  
 152.19, 152.25,  
 180.23, 201.24,  
 202.7, 204.11,  
 204.23, 205.4,  
 205.13, 205.15,  
 206.7, 206.25.  
 specialist 111.16,  
 166.11.  
 specialists 110.10,  
 140.13, 140.14,  
 232.22,  
 232.24.  
 specialized  
 32.11.  
 specificity 129.8,  
 184.17.  
 spectrum 58.10.  
 speculate 169.22,  
 202.10.  
 speculating 86.15,  
 121.19, 205.2.  
 speculation  
 202.13.  
 speed 35.3.  
 spelled 214.6.  
 spend 33.22,  
 45.20.  
 spending 69.24,  
 86.22.  
 spent 86.7, 86.8,  
 86.14, 177.9.  
 split 178.16,  
 178.20.  
 spoil 215.4.  
 spoke 43.9,  
 43.24.  
 spoken 156.19.  
 sponsor 61.15,  
 sponsoring 64.3,  
 spread 42.24, 43.1,  
 84.24, 163.2,  
 246.15.  
 spreadsheet  
 94.13, 94.15,  
 141.8, 141.17,  
 141.18,  
 144.16.  
 Srs 205.15, 205.25,  
 206.6, 207.1.  
 ss 255.2.  
 St. 112.17,  
 114.12.  
 stab 155.14.  
 stack 163.13.  
 staffing 178.4,  
 178.6, 178.12.  
 154.17, 154.21,  
 158.5, 161.1,  
 165.19, 168.3,  
 169.8, 170.21,  
 177.13, 177.14,  
 178.4, 203.24,  
 230.2, 233.4,  
 234.13, 236.3,  
 236.22.  
 scheduling  
 116.18.  
 school 121.14.  
 schools 39.19,  
 201.25, 202.8,  
 204.12, 204.13,  
 204.24,  
 204.25.  
 scramble 125.  
 seal 244.15,  
 255.22.  
 Seated 5.2.  
 second 25.21,  
 33.16, 69.17, 80.4,  
 124.6, 125.20,  
 138.5, 138.16,  
 165.13, 175.21,  
 185.3, 194.2,  
 231.8, 242.23,  
 248.18.  
 Section 182.7,  
 183.5, 206.14,  
 217.4.  
 sections 178.20.  
 sector 26.23.  
 secured 181.14.  
 Security 99.16,  
 99.18.  
 seeing 76.7, 126.18,  
 159.20, 162.18,  
 182.23.  
 seem 29.2, 93.7,  
 136.14, 165.10,  
 170.13, 224.2,  
 235.2.  
 seems 92.22,  
 167.14.  
 seen 78.4, 79.22,  
 87.16, 91.1, 91.3,  
 106.9, 110.6,  
 112.13, 116.10,  
 118.1, 122.14,  
 127.18, 138.23,  
 151.11, 159.1,  
 162.12, 165.8,  
 185.17, 186.9,  
 188.12, 188.17,  
 217.19, 219.24,  
 220.25, 231.3,  
 235.22, 237.18,  
 249.3, 249.5.  
 segments 40.24.  
 segregated 233.14,  
 234.7, 234.10,  
 235.4.  
 self-interest  
 160.13.  
 Senate 21.24, 47.23,  
 148.8, 149.16.  
 Senator 149.5,  
 150.1, 157.3.  
 send 23.3, 29.25,  
 35.5, 39.9, 39.20,  
 62.18, 78.16,  
 84.21, 84.22,  
 85.13, 85.22,  
 111.20, 126.20,  
 166.8, 206.2,  
 213.18, 213.19,  
 231.19.  
 sending 69.19,  
 114.19.  
 Sends 114.4,  
 230.6.  
 sense 54.20, 134.19,  
 158.17, 201.18,  
 203.14,  
 209.25.  
 sensitivity  
 218.10.  
 sent 78.4, 78.8,  
 78.14, 78.22, 81.3,  
 88.18, 110.12,  
 116.24, 117.17,  
 127.19, 152.3,  
 166.21, 187.13,  
 204.12, 204.24,  
 205.7, 205.20,  
 213.17, 224.25,  
 232.1, 232.25,  
 242.11, 249.8,  
 250.3.  
 sentence 80.4, 80.7,  
 82.2, 110.21,  
 125.16, 125.25,  
 131.22, 136.10,  
 154.17, 158.5,  
 224.22.  
 separate 37.24,  
 60.3, 64.17, 87.5,  
 135.24, 146.11,  
 198.11, 206.14,  
 219.2, 233.22,  
 235.9, 245.12,  
 separated 146.2,  
 separately 114.21,  
 248.6.  
 separating 87.5.  
 September  
 144.17.  
 series 24.24, 159.4,  
 231.3.  
 seriously 96.5.  
 serve 54.14,  
 132.9.  
 served 126.2,  
 126.4.  
 service 39.7, 40.9,  
 41.12, 41.17, 46.2,  
 145.5, 145.11,  
 187.7, 187.8,  
 serving 131.21,  
 136.10.  
 session 19.24, 22.7,  
 29.3, 31.22, 61.7,  
 151.14, 151.16,  
 151.18, 151.20,  
 152.16, 199.17,  
 213.2, 213.13.  
 sessions 151.21.  
 set 34.24, 143.3,  
 195.24, 253.3,  
 255.21.  
 setting 175.4.  
 settled 67.18,  
 214.10.  
 seven 193.25.  
 several 53.20,  
 197.21, 198.7,  
 200.22.  
 Shane 12.16, 227.1,  
 227.7, 228.3,  
 233.4, 234.1.  
 share 18.12, 160.19,  
 167.11.  
 SHEET 254.1.  
 sheets 241.11.  
 shifts 178.16,  
 shook 194.15,  
 shoot 130.6.  
 Short 77.1,  
 210.10.  
 shortened  
 228.17.  
 shorter 93.7.  
 shorthand 108.3,  
 shortly 88.15, 89.19,  
 144.15,  
 144.16.  
 shouldn't 215.16,  
 233.6.  
 show 25.1, 47.2,  
 105.8, 106.5,  
 117.22, 122.10,  
 125.10, 174.2,  
 174.4, 176.25,  
 238.22.  
 showed 59.11,  
 63.12, 215.8,  
 shows 72.18, 241.3,  
 242.8, 242.24.  
 side 12.1, 14.1,  
 14.18, 28.8,  
 133.11, 133.13,  
 133.14, 148.16,  
 212.16, 213.10,  
 219.23,  
 220.12.  
 sides 147.17,  
 147.23.  
 sign 24.15, 25.19,  
 26.13, 27.2, 27.5,  
 68.14, 132.21.  
 signals 74.25.  
 signatures 14.4.  
 Significant 12.18,  
 22.25, 25.18, 37.7,  
 37.9, 48.15, 63.19,  
 78.9, 83.19, 90.9,  
 90.16, 90.23,  
 95.19, 116.2,  
 stage 18.22.  
 stages 252.20.  
 stakeholders 67.9,  
 67.17.  
 stand 64.19, 64.21,  
 93.5, 93.9, 250.24,  
 251.3, 251.25,  
 252.3, 252.8,  
 standard 67.2, 67.5,  
 67.6, 103.20,  
 163.2.  
 standing 96.7.  
 start 55.5, 59.25,  
 94.20, 129.4,  
 149.19, 155.6,  
 started 37.4, 63.7,  
 88.15, 89.20,  
 114.22, 136.24,  
 200.10.  
 starting 17.17,  
 88.1.  
 starts 55.11, 65.1,  
 78.7, 82.3,  
 107.10.  
 state-issued 104.2,  
 104.4.  
 stated 40.23, 81.16,  
 189.21.  
 statement 82.18,  
 156.22, 204.1,  
 217.3, 217.5,  
 233.13.  
 statements  
 120.13.  
 States 1.3, 5.8, 16.2,  
 65.3, 120.17,  
 120.19, 121.22,  
 121.24, 122.1,  
 122.6, 137.13,  
 137.18, 137.19,  
 137.20, 218.24,  
 219.3, 219.5.  
 statewide 15.6,  
 53.5, 94.14,  
 100.21, 107.6,  
 127.21, 135.20,  
 154.1, 154.19,  
 156.6, 174.25,  
 194.16, 194.17,  
 206.24, 243.6,  
 64.17,  
 65.5.  
 stationed 251.21.  
 statistics 105.7,  
 161.14.  
 status 22.1, 22.9,  
 22.12, 115.12,  
 115.20, 116.3,  
 143.17.  
 statute 65.12, 65.13,  
 65.18, 66.14,  
 109.11, 123.8,  
 198.9, 216.23,  
 233.21, 253.4.  
 statutes 16.19,  
 30.19, 65.1, 66.23,  
 69.6, 70.6, 81.25,  
 91.25, 109.10,  
 123.13, 124.2,  
 151.5, 176.7,  
 177.18, 206.14,  
 216.15, 251.9,  
 253.7.  
 statutory 73.20,  
 123.24, 172.17,  
 179.16.  
 stay 21.15, 21.19,  
 36.13, 75.2, 97.8,  
 100.16, 108.23,  
 141.12.  
 stayed 38.3, 100.23,  
 144.9, 144.15,  
 144.16,  
 144.19.  
 staying 223.2.  
 stays 29.12.  
 stenographic  
 255.15.  
 step 133.9, 175.11,  
 216.7, 216.8,  
 232.22.  
 steps 49.3, 69.14,  
 130.1, 131.17,  
 132.22, 133.18,  
 133.22, 134.11,  
 155.4.  
 stick 109.9.  
 sticks 95.9.  
 Stone 78.11.  
 stories 47.24, 98.3,  
 98.23, 180.9,  
 181.12.  
 storm 56.17.  
 story 224.20.  
 Stottler 3.12,  
 78.12.  
 straight 210.19,  
 210.22, 211.10,  
 212.6.  
 strategic 83.14.  
 Street 2.7, 2.16,  
 22.3, 5.13,  
 255.13.  
 stretching  
 147.14.  
 strict 103.21.  
 Strike 129.4, 156.7,  
 211.22.  
 strongly 199.3.  
 struck 123.3.  
 structure 16.1,  
 31.12, 51.18,  
 structured 10.19.  
 structuring  
 97.15.  
 stuck 95.2.  
 student 39.14,  
 118.6, 118.8,  
 121.11, 233.14,  
 233.15, 233.20,  
 233.22, 235.5,  
 235.9.  
 students 42.1,  
 118.14, 119.22,  
 120.1, 120.24,  
 121.2, 121.3,  
 121.6, 200.13,  
 233.5, 233.10,  
 234.8, 235.1,  
 235.10, 235.16,  
 238.16.  
 studies 15.25,  
 25.22, 25.23,  
 25.25, 26.9, 72.13,  
 91.1, 91.3,  
 study 26.5, 32.22,  
 89.17, 90.9, 90.15,  
 91.18, 95.4,  
 136.20.  
 subject 11.23, 12.22,  
 13.19, 13.23,  
 15.24, 17.12,  
 26.18, 27.3, 27.17,  
 112.16, 118.13,  
 124.9, 199.7.  
 subjected  
 217.10.  
 subjective  
 129.15.  
 submit 80.19,  
 109.14, 164.6,  
 205.20, 209.1,  
 216.17.  
 submitted 55.12,  
 77.9, 89.25, 101.4,  
 128.9, 216.20,  
 239.8.  
 subscribe 21.25,  
 26.3.  
 subsequent  
 79.9.  
 subsequently  
 131.12.  
 substance 41.20,  
 140.21.  
 substantiate 155.9,  
 155.11,  
 155.13.  
 substantive 176.2,  
 176.16.  
 substitute  
 173.15.  
 successful 44.18,  
 44.21, 228.8,  
 sufficient 184.6,  
 sufficiently 49.2,  
 suggest 136.15,  
 suggesting 91.4,  
 203.25.  
 suggestion 168.17,  
 1

239.9, sunk 84:6, supervise 7:19, 32:19, supervising 33:19, supervisor 52:2, 103:5, 105:25, 112:20, supplies 182:21, support 123:16, 197:4, 197:13, 197:24, 198:7, 218:12, 239:8, supported 124:1, supporter 197:14, supporters 58:7, supporting 91:11, 150:4, 197:11, 203:1, supposed 19:10, 24:13, 70:13, 148:4, 165:4, 223:17, 223:18, Supreme 126, 127, 144:19, surprised 115:6, 117:9, 190:14, surrender 80:5, surrounded 222:14, surrounding 60:8, survey 32:24, 137:1, surveyed 135:5, SVRS 100:20, 107:1, 107:5, 140:17, swear 5:22, sweeping 36:24, sworn 6:8, 255:11, Systems 96:15, 201:14, . <T>, T-shirts 98:15,	167:22, tab 200:4, table 65:2, 198:17, 209:21, 252:1, tables 251:5, tabulated 89:23, tackle 183:18, tactics 75:5, takers 132:3, talked 83:7, 113:25, 153:14, 156:19, 156:24, 170:24, 176:19, 183:16, 184:22, 195:1, 195:25, 196:6, 208:3, 209:19, 217:11, 221:9, 221:22, 241:12, 242:22, 250:22, 252:16, talks 176:2, 217:4, 234:12, 238:14, tape 76:22, 210:6, target 75:13, 181:21, targeted 40:4, 206:17, targeting 40:7, task 44:9, tasks 16:11, 33:25, 39:25, 132:5, tax 62:19, 233:5, 234:2, 234:5, taxes 235:6, teaching 51:13, 140:10, team 7:21, 8:13, 26:17, 27:13, 140:12, 140:15, 162:14, teams 38:17, teamwork 28:2, technical 89:14, 107:7, technology 51:23, 53:10, 53:20, 53:21, 100:14, telephone	166:20, template 148:11, temptation 108:2, tenants 206:12, tend 6:26, 20:15, 92:24, 94:3, 94:16, 103:16, 111:3, 111:25, 205:6, 247:22, tended 12:14, 12:16, 244:16, tends 28:10, 35:11, 71:24, tension 225:25, 226:17, term 12:20, 13:12, 107:24, 108:24, 109:9, 188:9, 188:18, 189:4, termed 139:14, terms 45:19, 45:21, 45:22, 46:10, 85:18, 91:9, 108:9, 150:15, 175:23, territory 147:21, tested 45:2, testified 6:8, 17:20, 17:21, 74:10, 74:11, 77:6, 77:12, 190:14, 196:22, 197:7, 201:2, 203:17, 204:20, testify 8:24, 20:24, 197:13, 203:6, testifying 21:7, 27:11, 27:18, 196:16, 207:22, Testimony 3:15, 7:7, 20:6, 21:9, 27:14, 27:15, 38:13, 77:22, 79:25, 190:13, 195:7, 196:14, 197:6, 197:8, 199:18, 199:22, 200:5, 200:16, 202:19,	202:23, 207:4, 207:8, 207:15, 207:17, 207:20, 208:8, 208:10, 208:14, 209:1, 214:20, 218:20, 218:21, 219:3, testing 96:24, text 244:17, Thanks 110:13, theirs 134:21, theme 52:6, 139:15, 243:24, themes 152:24, 162:4, 170:13, themselves 5:21, 48:2, 63:20, 69:2, 229:11, 246:14, theory 172:6, 199:3, theres 48:8, They've 49:3, 60:15, 75:16, 76:20, 129:17, 129:18, 131:15, 182:10, 194:20, 194:21, 216:20, 218:25, 228:22, 229:2, thinking 23:24, 33:1, 33:2, 52:2, 71:15, 71:17, third 138:18, 190:3, thorough 67:8, though 20:12, 85:15, 98:17, 166:19, 179:3, 203:3, 234:7, thoughtful 67:4, three 31:2, 31:15, 31:20, 31:25, 37:13, 56:14, 60:8, 64:21, 65:1, 66:6, 65:19, 65:25, 66:7, 68:12, 73:25, 95:2, 95:7, 114:2, 132:10, 137:10, 209:21, 221:13, 221:16, 251:4,	tutorials 54:12, TV 39:8, 41:13, tweak 203:9, tweets 111:22, twice 32:3, 85:21, 136:8, Twitter 111:20, 112:4, two 10:25, 11:6, 13:16, 17:8, 18:24, 31:20, 45:24, 49:20, 53:7, 53:16, 54:3, 56:1, 59:11, 63:10, 67:12, 68:24, 87:5, 87:22, 94:13, 99:24, 102:13, 135:24, 146:5, 146:11, 147:1, 147:8, 153:2, 175:13, 189:24, 194:14, 194:16, 197:15, 197:18, 198:25, 205:22, 207:16, 207:18, 207:23, 228:21, two-day 54:3, two-page 186:5, two-thirds 32:23, two-year 29:7, 29:8, 30:23, 31:3, 31:4, type 30:13, 30:16, 43:5, 78:15, 84:19, 164:1, 174:2, 176:5, 190:2, 245:22, 245:25, types 102:20, 163:2, 237:9, 241:17, typically 26:16, . <U>, ultimate 27:4, Ultimately 14:21, 28:6, 45:4, 45:16, 46:1, 47:6, 57:5, 58:18, 79:13, 79:14, 86:14,	147:7, 218:9, 222:11, 235:8, Um-hum 30:15, 49:25, 67:3, 121:25, 201:12, unable 59:1, 130:8, uncertainty 18:22, 123:12, unchartered 147:21, unclear 237:7, unconstitutional 218:17, 218:22, 219:16, 234:5, undeliverable 81:4, 81:20, underlying 173:23, 174:1, understand 9:13, 19:18, 20:25, 22:12, 29:15, 29:18, 79:16, 126:25, 167:18, 169:12, 170:4, 176:20, 186:22, understandable 37:19, 41:3, understanding 102:3, 103:16, 120:11, 120:15, understands 134:9, understood 102:24, 177:16, undertook 137:11, unfortunately 67:22, unhappy 146:9, uniform 97:22, 195:25, 196:1, 196:2, unique 183:2, United 1:3, 5:8, universe 169:3, universities 39:18,	200:23, 201:4, 201:15, 233:7, University 39:16, 39:17, 121:2, 233:12, 237:24, unknown 48:16, unless 7:3, 51:3, 250:11, 250:17, unlikely 236:14, unnecessarily 169:9, unsupported 143:13, until 6:27, 11:1, 46:16, 49:12, 55:12, 123:9, 130:8, 144:16, 144:20, 155:2, unusual 146:19, 163:1, 181:18, 182:25, UCC/A 211:15, up-to-date 35:1, Update 32:16, 84:4, 176:20, updated 38:25, 144:25, 145:5, updates 22:3, 84:8, updating 100:14, upgrade 53:8, usable 54:1, 54:13, useful 156:23, 162:10, 162:11, using 30:8, 71:21, 74:18, 108:24, 114:22, 129:3, 134:13, 188:9, usual 122:21, UW 201:14, 233:10, 233:13, 235:8, 235:15, . <V>, v. 254:4,	valid 49:4, 49:14, 49:15, varies 35:15, 247:18, variety 7:24, 8:7, 11:11, 15:13, 29:20, 33:25, 34:1, 47:20, 48:10, 102:1, 170:17, 205:18, various 32:1, 59:25, 150:24, 180:11, 199:22, varying 179:12, vast 50:15, vehicle 142:9, Vehicles 235:7, vendors 162:21, verification 170:22, verify 126:20, 170:8, version 186:20, 195:13, versus 101:20, 141:15, 188:9, vice 208:2, Video 5:3, 5:16, 71:10, 150:13, 210:8, 253:18, VIDEOGRAPHER 227:5, 5:15, 6:3, 6:11, 76:23, 77:2, 138:6, 138:9, 143:22, 144:2, 210:7, 210:11, 248:19, 248:22, 253:17, videos 54:11, VIDEOTAPE 1:20, 2:1, view 30:10, 30:12, 54:10, 54:11, 123:16, 139:23, 184:4, 193:23, 196:12, 206:13, 207:3, 208:6, viewed 204:3, views 21:1, villages 33:11,
---	---	--	---	--	--	---	---

293

295

251:15, 251:18, 252:7, three-credit 30:24, three-hour 30:24, 31:22, three-year 194:14, three 246:6, threefold 9:19, threshold 75:19, throughout 46:24, 84:18, 103:24, 105:24, 106:4, 134:5, 135:6, 179:25, 189:19, 191:12, 191:14, 196:2, 214:9, 227:11, ticket 210:19, 210:22, 211:10, 212:7, tie 231:11, tie 231:9, tighter 126:16, timely 141:6, timing 31:12, tips 98:18, title 107:1, 164:2, 228:16, to 236:5, today 6:17, 7:6, 48:22, 48:25, 77:21, 88:24, 95:16, 184:23, 221:12, 241:21, Todd 2:27, 5:15, together 159:8, 162:14, 174:19, 246:4, tone 175:4, took 11:4, 43:20, 90:23, 91:18, 147:24, 171:18, 172:23, 197:3, 197:19, 208:6, 214:19, 223:21, tool 240:1,	top 97:8, 106:14, 128:25, 146:5, 160:11, 163:28, 164:17, 164:18, 164:20, 164:21, 165:14, 167:9, 168:3, 184:18, 185:21, 208:12, 224:15, 227:8, 231:5, 244:14, topic 13:11, 60:3, 61:17, 90:5, 98:21, 98:22, 99:4, 99:10, 169:17, 195:11, 198:10, 209:25, topics 32:1, 88:17, 140:13, 140:24, 141:4, 167:8, tore 22:17, toss 27:25, total 29:2, 45:23, touch 42:25, 161:25, 162:2, 167:24, 182:3, 248:1, towards 11:24, 213:13, town 116:21, 117:15, towns 33:11, township 116:17, track 22:10, 22:17, 22:20, 34:8, 59:19, 59:23, 59:24, 60:2, 60:14, 61:4, 72:9, 113:7, 236:15, 246:22, tracked 113:12, 143:18, tracking 61:2, 69:19, traffic 140:19, train 30:18, 34:20, 34:23, 37:22, 70:10, 71:12, 83:2, 83:16, 103:10, 129:22, 139:17, 175:24, 182:14, 232:6, trained 39:22, 141:5,	175:9, 175:15, 205:16, 206:7, transcript 4:9, 8:3, 210:17, transfer 18:24, 53:4, transition 18:10, 18:21, 19:4, 19:11, 19:13, 52:19, 56:4, 56:21, 87:2, 145:18, 145:19, 145:21, 145:24, 146:7, transitioned 30:5, 30:8, transitioning 53:9, translate 61:9, transmit 213:8, transparency 69:8, transparent 69:11, transports 90:2, treated 102:25, 103:8, tree 186:1, tribal 204:13, 204:24, tried 40:19, 41:2, 44:4, 52:5, 53:12, 60:17, 63:22, 63:23, 70:10, 76:8, 90:17, 102:5, 102:16, 108:22, 108:23, 123:23, 129:1, 153:25, 174:11, 176:8, 178:13, 182:13, 186:21, 196:18, 218:24, 223:1, 239:17, 244:22, 245:16, 247:2, tries 75:2, 188:8, 200:5, trip 85:2, 85:5, 85:14, tripling 208:16, trouble 112:16, 114:12,	true 89:8, 239:19, 255:10, truthful 7:7, trying 11:21, 12:8, 17:20, 20:25, 25:14, 44:9, 50:22, 51:8, 52:14, 71:25, 73:22, 75:24, 92:13, 102:10, 108:8, 115:15, 134:1, 135:20, 153:23, 156:7, 167:16, 179:4, 188:20, 191:12, 196:3, 202:10, 203:3, 213:13, 218:5, 221:19, 227:19, 227:20, 228:3, 236:15, 237:25, 243:15, 246:14, tumultuous 57:24, tune 75:2, 219:13, turn 75:6, 83:2, 152:11, 153:8, 183:4, 192:3, 195:1, turn-out 44:25, 45:3, 92:22, 178:5, 179:3, 184:14, turned 97:1, 103:12, 105:2, 116:21, 137:23, 169:9, 169:15, turnout 72:11, 72:15, 72:23, 73:4, 73:16, 74:23, 91:2, 91:6, 93:24, 94:2, 94:4, 94:7, 94:9, 94:14, 94:16, 94:18, 94:21, 94:24, 94:25, 96:10, 178:15, 178:19, 184:9, 185:12, 221:19, tumults 72:18, turnover 34:21, 34:22, 36:6,	violated 167:23, violated 14:23, violates 136:6, violation 225:22, violations 14:16, 148:19, 225:19, vocal 149:1, voice 119:20, volume 119:16, voluntarily 198:16, volunteers 167:20, 167:22, voted 69:21, 70:1, 125:9, 134:24, 135:22, 136:8, 136:15, 137:13, 137:18, 215:7, 215:14, 221:21, voted 221:14, voter/clerk/public 88:10, 88:25, voters 239:21, votes 69:20, 149:14, vs 5:6, vulnerable 40:18, 238:14, 238:15, 238:18, . <W>, Wait 6:27, 97:13, 138:15, 155:2, waited 130:8, waiver 174:10, walk 32:8, 68:13, Walker 77:6, wanted 12:12, 25:3, 40:11, 42:9, 42:22, 43:22, 52:10, 107:16, 118:6, 121:21, 127:3, 132:19, 145:3, 155:15, 198:8, 198:15, 198:17, 199:5, 208:19, 213:14, 224:17,	225:4, 225:6, 240:5, 246:23, 248:2, wanting 116:16, 195:4, 232:4, wants 32:4, 64:10, 70:2, ward 209:5, warning 222:1, 223:6, 223:10, 223:22, watch 230:17, Watching 34:14, 228:13, 228:16, Waukesha 228:11, 228:17, 231:19, 190:18, 190:19, 192:5, 192:9, 195:3, 195:5, 35:20, 60:1, 92:13, 109:12, 129:2, 135:13, 179:7, wearing 98:14, 167:22, Webinar 31:14, 34:11, 34:14, 139:18, 140:19, Webinars 30:4, 30:6, 30:9, 31:7, 31:16, 31:19, 135:15, 139:5, 139:20, website 14:8, 29:24, 41:14, 41:16, 54:21, 54:23, 55:20, 78:20, 106:19, 106:20, 106:21, 106:22, 106:24, 108:17, 108:19, 128:20, 145:1, 145:2, 145:6, 164:4, 174:12, 187:3, 199:25, 200:3, 239:24, 239:25, 240:3, 240:19, 242:15, 242:18, 242:20, 245:3, 245:5, 245:19,	248:14, websites 56:1, 242:5, Wednesday 31:14, week 31:25, 33:2, 33:4, 33:22, 51:19, 54:7, 60:11, 60:12, 102:5, 152:4, 164:13, 190:23, 195:18, 203:17, weekday 190:20, weekdays 189:24, weekend 190:3, 190:7, 190:11, 190:18, 190:19, 192:5, 192:9, 195:3, 195:5, weeks 18:9, 29:25, 31:13, 31:15, 60:8, 189:24, weigh 20:5, 27:1, weighed 214:17, West 2:7, 2:23, 5:13, 255:13, Western 1:4, 5:9, whatever 9:1, 20:11, 42:21, 140:2, 167:21, 216:17, 217:10, 218:5, whereof 255:21, white 213:15, Whitt 3:20, whoever 26:18, whole 30:1, 31:16, 33:24, 40:1, 44:9, 58:19, 71:22, 147:25, 163:5, 169:3, 209:25, 230:12, whom 52:1, 104:3, wide 169:3, 170:17, 205:18, 219:18, widely 35:15, 179:12, 201:18, 201:21, 212:20,	243:1, widespread 89:7, 138:2, 162:22, willing 44:2, 174:21, 199:7, 200:24, WILSON 2:13, 3:5, 5:23, 6:13, 6:16, 20:19, 76:21, 105:12, 112:8, 138:4, 138:13, 138:17, 143:20, 158:14, 158:19, 164:14, 164:21, 185:2, 185:19, 185:25, 210:5, 210:15, 238:23, 248:17, 250:10, 250:16, 252:9, 253:12, 253:16, wish 154:23, Wisvote 100:21, withdraw 16:14, 30:17, 79:16, 142:20, 196:11, withdrawn 196:9, within 17:16, 29:14, 64:21, 85:12, 171:4, 194:4, 204:7, 209:3, 245:9, 245:15, 251:11, 251:25, without 50:24, 72:1, 73:22, 129:10, 133:22, 166:4, 173:19, 198:9, 202:22, 225:9, Witness 2:1, 5:22, 6:6, 21:3, 191:6, 254:2, 255:21, witnessed 222:20, Wolfe 111:15, Women 35:12, 44:14, 153:10, 153:17, 228:13, 228:17, 246:18,
--	---	--	--	---	---	--	--

294

296



won 49:10.  
 word 28:2, 42:24,  
 43:1, 84:24, 105:9,  
 129:3, 136:4,  
 192:18, 192:19,  
 192:21,  
 246:15.  
 words 33:7, 65:17,  
 74:9, 84:3, 107:15,  
 108:15, 108:17,  
 114:14, 121:28,  
 125:9, 134:13,  
 252:6.  
 wordsmithing  
 28:10.  
 work 7:11, 8:10,  
 8:14, 11:23, 20:25,  
 21:22, 29:19, 53:7,  
 33:8, 53:15, 56:1,  
 56:3, 57:18, 57:22,  
 58:10, 65:9, 75:20,  
 100:7, 100:10,  
 100:16, 100:18,  
 107:3, 131:23,  
 132:1, 132:3,  
 158:20, 170:12,  
 179:13, 190:20,  
 206:2, 213:13,  
 237:22.  
 worked 11:12, 11:13,  
 11:16, 39:16, 54:6,  
 100:22, 137:18,  
 174:19, 182:8.  
 worker 175:2,  
 177:13, 177:15,  
 178:4.  
 workers 10:3, 88:3,  
 169:12, 170:3,  
 175:8, 177:21,  
 183:9, 184:3.  
 workers 82:8.  
 working 8:18, 11:19,  
 21:21, 22:8, 33:5,  
 43:17, 116:15,  
 151:1, 167:1,  
 179:1.  
 works 52:18,  
 103:4.  
 world 189:7.  
 worth 85:2, 85:5,

97:5.  
 wrinkle 219:12.  
 write 110:13.  
 Write-in 211:11,  
 212:8.  
 writing 226:13,  
 255:15.  
 written 152:17,  
 153:6, 221:2.  
 .  
 <Y>.  
 year 18:7, 29:6, 31:9,  
 31:18, 31:20,  
 34:23, 38:4, 43:11,  
 62:19, 63:10,  
 67:12, 66:19,  
 94:19, 125:1,  
 141:18, 141:19,  
 141:21, 151:17,  
 175:13, 175:14,  
 176:18, 194:2,  
 197:21, 198:25,  
 205:22, 228:7,  
 252:22.  
 year-round  
 130:19.  
 years 16:24, 30:5,  
 35:13, 53:6, 53:7,  
 53:16, 57:25,  
 94:12, 94:23,  
 121:14, 125:9,  
 141:15, 141:16,  
 148:21, 184:15,  
 194:1, 194:17,  
 198:1, 200:7,  
 200:10, 205:3.  
 yelling 150:13.  
 Yorker 6:26.  
 young 222:10,  
 224:1, 224:3,  
 224:6.  
 .  
 <Z>.  
 zone 252:8,  
 252:12.